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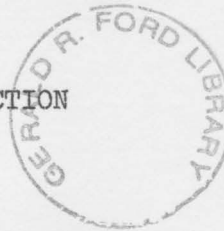
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To Be Equal

SENIORITY VS. AFFIRMATIVE ACTION

by
Vernon E. Jordan, Jr.



Column No. 9

Who will be laid off? That's a question on a lot of people's minds these days as the economy continues to deteriorate and unemployment continues to climb.

It's also a question that could be an explosive one, deepening the already troublesome fissures in our society.

And it is a question of immediate significance to employers, unions, minority employees, federal officials and the courts, because of the conflicting claims of seniority and affirmative action.

Most large employers are bound by union contracts that say layoffs must be in order of seniority -- first hired, last fired. They are also bound by the law, in this case the Civil Rights Act of 1964, which forbids discriminatory employment practices.

It was due to this law that many blacks, women and minorities got their first crack at jobs previously reserved for white males. To make up for past discrimination, many companies have agreed with federal authorities to undertake affirmative action programs designed to increase the numbers of minority employees.

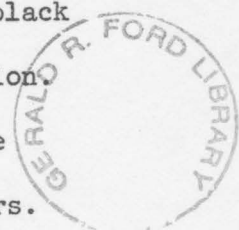
Now a recession-struck company is caught in a dilemma: who to lay off? If they lay off older white workers, they violate seniority provisions of their union contracts. If they lay off blacks who have less seniority, thanks to the earlier refusal to hire, the company reverts back to its lily-white work force and violates affirmative action agreements with the government, as well as the Civil Rights Act.

Caught in the middle are workers of both races who face layoffs in a job market that offers no opportunity for alternative employment. There are already some signs of deepening racial bitterness as some workers are victims of layoffs that don't affect the other race as much. If this situation continues, we would see a lethal combination of racial conflict and economic hardship, an explosive mix.

Several cases have already come before the courts, but with contradictory

....more

rulings. In one case, the court ruled that a company could not lay off its black workers because such action would perpetuate the effects of past discrimination. In another case, the judge ruled that the seniority system should predominate and it's just too bad if that works disproportionate hardship on black workers.



Ultimately, these and other cases will come before the Supreme Court which may hand down a definitive ruling that sets clear guidelines for employers. But by then it may be too late -- and there is always the chance that this Court will issue a ruling that rebuilds the discriminatory walls that excluded black people from equal employment opportunities.

In the Griggs case, which dealt with pre-hiring tests, the Court ruled that employment practices "neutral on their face, and even neutral in terms of intent, cannot be maintained if they operate to 'freeze' the status quo of prior discriminatory employment practices..."

I read that to mean the "neutral" operation of a seniority system that operates to freeze blacks into a last-hired, first fired situation, has to give way to the higher conflicting right of continued black employment opportunity.

Managers, workers, and government officials ought to recognize that the ultimate solution lies not with the courts but with adoption of enlightened policies that share the burdens of this sick economy. If a company is in such bad straits as to have to lay off workers, there are ways to spread the effects.

Some include sharing the work with everyone working a shorter week to avert layoffs; "skip-week" plans in which workers take turns being laid off; voluntary layoffs for workers with seniority in companies whose jobless benefits almost cover their take home pay anyway; rotating periods of unemployment for all with guaranteed rehiring; incentives for early retirement, and federal tax incentives for companies to keep up fringe benefits in shared work plans.

All of these and others ought to be considered and steps taken to insure that this recession does not lead to total disaster for all working people.

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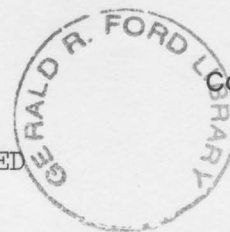
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To Be Equal

WHITNEY YOUNG REMEMBERED

by

Vernon E. Jordan, Jr.



Column No.

11

Whitney Young died four years ago this month, and the loss of this great man to the nation is readily seen in this time of faltering leadership and national confusion.

For Whitney was a great leader, a man who could get things done. And he was a man rooted in an assured sense of self and mission that made his every word and deed ring with authority.

Remembering his great impact, I recently re-read some of his books and other writings, many of which are strikingly relevant today. In this time of rising poverty, for example, it is good to recall his profoundly humanist statement:

"No one is meant to live in poverty -- and no one is meant to tolerate the wrongs of oppression. Where poverty exists, all are poorer; where hate flourishes, all are corrupted; where injustice reigns, all are unequal. Our society is as strong as its weakest link -- thus the links that bind black and white, poor and rich must be strengthened or we all will perish. Every man is our brother, and every man's burden our own. Now is the time for the poor, the black, the oppressed, to unite and to turn our society around -- for our own sakes and for society's sake."

And participants in the on-going furor over "quotas" would do well to think about these lines, taken from his discussion of the "Open Society" in his book, "Beyond Racism":

"An Open Society has to be based on equality. This means neither the superficial 'equality of opportunity' that gets so much lip service these days, nor does it mean an impossible equality of achievement that assumes everyone will do as well as everyone else, regardless of innate differences. The measure of equality has to be group achievement: when, in each group in our society, roughly the same proportion of people succeed and fail, then we will have true equality."

Washington officials who want to cut corners on federal spending by trimming social security payments to the aged or raising food stamp costs to the unemployed would do well to re-read Whitney's pioneering views about public spending for public needs:

...more...

"I stand in amazement at a nation that produces about a trillion dollars worth of goods and services per year but feels it cannot afford to end poverty or to improve its schools.

"Part of the reason seems to be that we have a strange notion that investing is spending. When a business borrows money to build a new plant, we call it investment and consider it good. But when a city builds a new schoolhouse -- really an investment in the human potentials of its children -- we say that's government spending, therefore bad.

"The problem is not mere semantics, it's a reflection of a basically immoral outlook on human development in a nation that simply can no longer afford to waste its human resources the way it has in the past.

"This country has mastered the art of landing a man on the moon, but it remains ignorant of the ways of feeding all its people and teaching all its children."

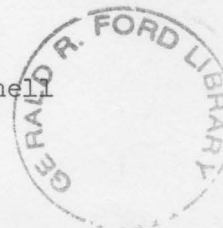
Above all, Whitney was a believer. He believed in change, and perhaps more important, in the capacity of this nation to change:

"I do have faith in America -- not so much in a sudden upsurge of morality nor in a new surge toward a greater patriotism -- but I believe in the intrinsic intelligence of Americans. I do not believe that we forever need to be confronted by tragedy or crises in order to act. I believe that the evidence is clear. I believe that we as a people will not wait to be embarrassed or pushed by events, into a posture of decency. I believe that America has the strength to do what is right because it is right. I am convinced that given a kind of collective wisdom and sensitivity, Americans today can be persuaded to act creatively and imaginatively to make democracy work. This is my hope, this is my dream, this is my faith."

#

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Stanley Scott
The White House
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Washington, D. C. 20500





To Be Equal

THE BLACK ECONOMIC DEPRESSION

by

Vernon E. Jordan, Jr.



Column No. ¹⁴

Statisticians have discovered a remarkable way to move people in and out of the labor force. They call it "seasonal adjustment." And one way to make the unemployment figures lower is not to count people as unemployed if they've given up looking for work in a job market where no employment opportunities exist.

The Labor Department's February unemployment figures showed a rate of 8.2 percent, or about 7.5 million people out of work. Those are seasonally adjusted figures, theoretical constructs to account for shifts in work patterns that occur from month to month.

But when real people are counted -- bodies, not theoretical constructs -- the picture changes somewhat. Then we have an unemployment rate of 9.1 percent and 8.3 million workers -- real people with bills to pay and families to feed -- out of work.

And even these figures are grossly misleading. In February, some 580,000 workers gave up looking for jobs. So long as they registered each week that they were actively looking for work, they were counted as unemployed. In February, after weeks of fruitless job-hunting and no leads or interview possibilities they gave up the search. They thus became, in the official statistics, non-persons, no longer part of the labor force and no longer counted as unemployed.

Seen from the vantage point of a person who wants to work in a society that has no work for him, these statistical exercises become a sort of shell-game deceiving the public, legislators and the Administration about the seriousness of the Depression.

I'm not calling it a recession any more, because we are currently living through an economic Depression. For black people, there isn't the faintest doubt about this.

One of the biggest barriers to getting the kind of federal action to end this Depression is the public's ignorance of the seriousness of the situation. The National Urban League's Research Department just released its quarterly economic report on the black worker, and, along with up-dating to cover the last month or so, it presents a devastating picture of the black economic Depression.

...more...

It estimates true black unemployment including those out of work, working part-time when they want full-time work, and those who have given up trying to find jobs, at about 25 percent, one out of every four black workers!

For black teenagers, the official rate is over 40 percent. In some urban ghettos, up to half the people are without full-time jobs they want.

And that's not all. There are as many blacks out of work today as in the darkest days of the Great Depression. About a quarter of the black unemployed have been out of work for at least four months. About 700,000 of the black unemployed are not eligible for unemployment compensation benefits, because their unemployment did not result from direct job lay-offs, a requirement for such benefits.

And one striking finding is that blacks, who comprise 12 percent of local government employees, make up almost half of all local government workers who were unemployed, offering striking testimony to the disproportionate lay-offs of blacks by local governments, demonstrating lessened commitment to affirmative action.

Some people, noticing the concentration of black workers in the laggard auto industry, think that alone accounts for high black jobless rates. Not true. Far more blacks have lost jobs in the construction and food processing industries.

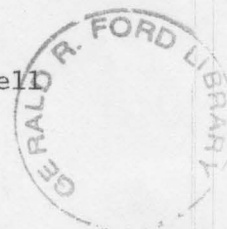
And this Depression is not confined to blacks, it cuts across the board. High white unemployment is also hidden by the official numbers game. In addition to the 6.9 million white workers officially counted as unemployed in February, add another 6.9 million discouraged workers, and people in part-time jobs who want full-time work and you've got a grand total of close to 14 million white people out of work today.

No amount of fudging can hide the fact that this nation is in a real Depression. It's time to stop haggling over what to call it and get to the business of ending it.

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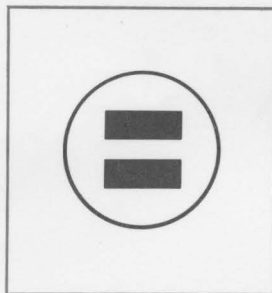
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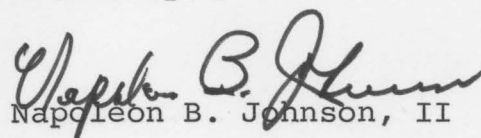
Napoleon B. Johnson, II, *National Director*

April 3, 1975

Dear Stan:

In reference to our recent telephone conversation, attached hereto is a copy of the letter from Vernon inviting Mr. Rumsfeld to speak at our forthcoming Labor Affairs Conference in Los Angeles, California, May 21-24, 1975. Your assistance given to this matter is highly appreciated. Best wishes and thanks again.

Sincerely,


Napoleon B. Johnson, II

Honorable Stanley Scott
Assistant to the President
The White House, Washington, D. C. 20500

NBJ/jw

Encl.



Twenty-Seventh
March
1 9 7 5

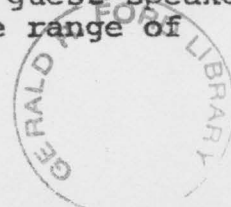
The Honorable Donald H. Rumsfeld
Assistant to the President
The White House
Washington, D.C. 20500

Dear Mr. Rumsfeld:

One of the more important manpower meetings being convened by the National Urban League this year is its Seventh Annual Labor Affairs Conference which will be held at the Los Angeles Hilton Hotel in Los Angeles, California on May 21-24, 1975. The theme will be "New Directions for Outreach in the Present Economy".

We believe that the issues to be discussed are of such vital moment to minorities in this country that it would be fitting for you to address our luncheon on the opening day. I am, therefore, requesting the honor of your presence at lunch on Wednesday, May 21st at 12:00 noon. Urban League executive directors and our Labor Education Advancement Program staffs from forty-one cities will be in attendance, as well as many representatives of labor and industry who support the Apprenticeship Outreach Program.

The twofold purpose of the Conference will be to: 1) provide a national forum for discussion of conditions affecting Apprenticeship Outreach, and 2) to train field staffs to perform effectively in the current situation. In addition to guest speakers, a series of workshops will cover a wide range of issues within the theme.



Mr. Rumsfeld
Page 2
March 27, 1975

Your participation will focus nationwide attention on the value of outreach in difficult times as well as good and we will be delighted to have you accept.

Sincerely,

Vernon E. Jordan, Jr.
Executive Director
National Urban League, Inc.

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National Urban League, Inc.

The Equal Opportunity Building
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Honorable Stanley Scott
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HAPPY TENTH BIRTHDAY, FREDERICK DOUGLASS AWARDS DINNER!

April 10, 1975

Dear Mr. Scott:

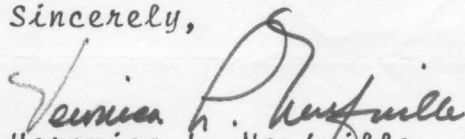
We are delighted that you have joined the Honorary Committee for the Tenth Annual Frederick Douglass Awards Dinner to be held on May 1, 1975 in the Imperial Ballroom of the Americana Hotel.

The New York Urban League is celebrating the tenth anniversary of this unique gathering - a decade of continuing work toward equal opportunity in employment, education, housing and health.

Your reservation form arrived without your check and the amount of tickets you plan to purchase. As your special salute to this anniversary and because of the League's most pressing financial needs, we urge you to pledge your support of our dinner by purchasing as many tickets as you possibly can and urge others to attend.

Your special birthday gift will help us meet this year's critical needs and make the dinner the most joyful ever.

Sincerely,


Veronica L. Neufville
Administrative Chairman
Frederick Douglass Awards Dinner

VLN/mj
Enc.





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April 23, 1975

Mr. Stanley S. Scott
Special Assistant
Minority Affairs
The White House Office
1600 Pennsylvania Ave., N.W.
Washington, D.C. 20500

Dear Mr. Scott:

Just recently the white unemployment rate rose to a level just slightly higher than the lowest black unemployment rate in the last decade. That is an indication of the unequal results of the black and white unemployment experience.

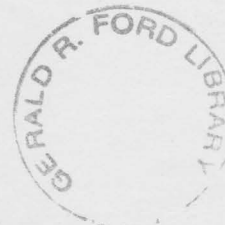
The tragedy of the black experience has too often been hidden from the public and policy-makers by the frequent citation of unemployment statistics representing a composite of black and white statistics.

The historically disproportionate burden of unemployment borne by blacks has been severely aggravated by recent economic trends. The desperation of black workers from coast to coast must be effectively brought into public view. The National Urban League's Research Department has done that by instituting a new publication, "Quarterly Economic Report on the Black Worker." I am enclosing a copy of the first edition which I hope will prove to be a helpful and indeed essential supplement to the governmental unemployment statistics.

Sincerely yours,

Ronald H. Brown
Director

RHB/bbj
Enclosure



Quarterly Economic Report on THE BLACK WORKER

Report No. 1

Fourth Quarter, 1974

March 1975

Black Unemployment Reaches Record Level During 4th Quarter, 1974

Highlights

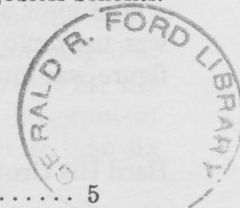
- During the fourth quarter of 1974, the official unemployment rate for blacks rose to 10.9 — their highest quarterly rate in 10 years, while the number of unemployed blacks reached 1.1 million — the highest number of jobless blacks ever recorded by the Bureau of Labor Statistics.
- According to the NUL Hidden Unemployment Index, which takes into account the discouraged workers, the actual unemployment rate for blacks during the last three months of 1974 was 21.0 — about double the official rate for blacks. And the actual unemployment rate for whites during the last quarter was 10.7 — also double the official jobless rate for whites.
- Local governments have been laying off black workers in disproportionate numbers. The unemployment rate for black local government workers during the fourth quarter was 11.2 — more than six times the jobless rate of 1.7 for white local government workers.
- Blacks had their highest jobless rates in the food processing (16.9) and construction (16.6) industries, followed by the auto (15.6) and apparel (13.6) industries. White workers, on the other hand, had their highest jobless rates in the apparel (9.8) and construction (9.6) industries, followed by the auto (7.5) and food processing (7.2) industries.
- Black teenagers with a jobless rate of 36.0 had the highest unemployment rate of all groups of workers over this period. But black women, with an unemployment rate of 9.6, had the highest rate among all adult workers, followed by black men with a rate of 7.7. White adult women and adult men, on the other hand, had jobless rates of 5.5 and 3.9, respectively.
- Adult black men, however, was the group most affected by job layoffs. More than two-thirds of the adult black men who were unemployed during the fourth quarter of 1974 had lost their jobs, compared to 38 percent of the unemployed adult black women.
- But the majority (57 percent) of the black unemployed — 640,000 in number — were ineligible for unemployment insurance because their unemployment did not result from direct job layoffs — an essential qualification for jobless benefits.

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ERRATA



The data for teenage females in Table 1 on page 5 should read as follows:

(percent unemployed)

	4th Q.	3rd Q.	4th Q.
Teenage females	1973	1974	1974
Black	30.5	33.8	38.0
White	12.5	14.7	14.9



**EQUAL OPPORTUNITY
DINNER AND ANNUAL MEETING
MAY 15, 1975**



**URBAN LEAGUE
OF THE
ALBANY AREA, INC.**

**RAMADA INN
1228 WESTERN AVE. ALBANY, N.Y.**

URBAN LEAGUE CREDO

WE BELIEVE

that the Urban League represents a practical application of the principle of Equal Opportunity as an inherent right of every American Citizen.

WE BELIEVE

that by improving neighborhood and working conditions for minorities throughout the United States, the Urban League is helping to develop higher community standards and greater opportunities for all of the American people.

WE BELIEVE

that the special situation of a minority cannot be appraised without regard to the whole community situation of which it is a part; therefore, we believe that no appraisal or plans for the total community can be valid without consideration of the needs of the minority.

WE BELIEVE

that the concept of Equal Opportunity includes unrestricted opportunity for sound family life and adequate housing; personal growth and training of the individual and his employment on a basis of merit.

WE BELIEVE

that members of the Urban League are bound to do all possible to advance the objectives of the organization in their community, their state, their nation.

WE BELIEVE

also, that members of the Urban League, as individuals, are pledged to set an example of justice and fair play in their personal lives. They should exert their personal influence, at work and at leisure, to make equal opportunity not merely a promise, but an actual fact in the life of every American.

Board of Trustees
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INTRODUCTION

The past year was one we could have well done without. Groups of people who found themselves poor for a variety of reasons; language, color, unskilled, ill educated, etc. were forced into a deeper poverty. Basic essentials were difficult to acquire for some and impossible for others. Prices rose by 12% in 1974 and unlike 1973 when food prices rose fastest, the increase included food, housing, transportation and medical care.

A study for Congress' Joint Economic Committee highlighted for Congress those things poor people already knew. "Food prices increased faster for low-income consumers than for others. The price of food for a family on a low-cost diet rose 12.7% in 1974, while food prices for families on a liberal food plan rose 10.5%...This differential reflected the fact that foods consumed in greater quantities by poor families rose most in price during 1974." Yet, the President recommended an increase in the price of food stamps to be added to the disgraceful and demeaning "special" lines in some banks for food stamps purchasers.

Inflation made the federal tax system less progressive. The standard deduction most often used by low income tax payers, remained the same even if dollar income rose. This state of affairs produced an increase in taxable income that outstripped the dollar income increase. Itemized deductions utilized most frequently by higher income levels were likely to show greater proximity to dollar income and thus, taxable income did not show the same disparity between it and dollar income increase for higher income levels. All consumers were inconvenienced but, for those already poor, survival fears arose.

Dispelled must be the view that the repetitious rantings of the Urban League about increased burdens of poverty each year are solely black problems. A 3% decline in disposable income in 1974 was the first such decline in a decade and it affected more than black citizens. Twenty percent of American families, two of each ten, had less income than was necessary to meet the expense of minimal standards established by Federal Government. While it was true that mass poverty existed at the highest level in black and other minority groups, there was numerically, three times as many whites in similar circumstances in the most affluent of all societies. It has been said that if you tell a man there are 300 billion stars in the Universe he'll believe you. But if you tell him a bench has just been painted, he has to touch it to be sure.

Lawrence C. Burwell
Executive Director

DEDICATION



The second Equal Opportunity Dinner of the Urban League is dedicated to the memory of Bob Oliver, Staff Manager of the Albany office of the Reuben H. Donnelley Corporation until his death in October 1974.

The Equal Opportunity Journal was Bob's creation. The art, the layout and the scheduled performance of Board and staff reflected his professional competence. Crippled with rheumatoid arthritis and forced to use two crutches for the past ten years, he volunteered services to the Urban League the League could not afford.

It has been said, "the brightest crowns that are worn in heaven have been tried, and smelted, and polished, and glorified through the furnace of tribulation". Bob's crown should be a bright one!



JAMES I. NIXON, Director

Equal Opportunity Operations
International Telephone and Telegraph Corporation

Mr. Nixon is responsible for the development and implementation of Equal Opportunity Policies and Practices and Affirmative Action Plans for all ITT divisions and subsidiary companies in the United States, as well as for ITT's Headquarters Organization.

Education:

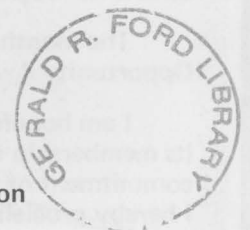
Carnegie Institute of Technology
B.S. Mechanical Engineering
University of Cincinnati and
Union College study of
Nuclear plant technology and
business administration

Experience:

Manager, Equal Opportunity and Minority Relations,
General Electric Headquarters, New York City
District Manager, General Electric Apparatus Sales
Division, Detroit, Michigan
General Electric, Knolls Atomic Laboratory
Schenectady, New York - various positions
General Electric Flight Propulsion Business Division
Cincinnati, Ohio

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- * Interracial Visiting League of Schenectady
- * Board of Directors-Schenectady Child Guidance Center
- * Citizens Advisory Committee to Human Relations Commission
- * Citizens Advisory Committee for Urban Renewal and
Redevelopment
- * Schenectady School Board Relations Task Force
- * Schenectady County Hospital Task Force
- * Board of Directors-Schenectady Area Comprehensive
Health Planning Organization
- * Board of Directors-Junior Achievers, Capital District of New York
- * Board of Directors-Schenectady County Chapter American Red Cross
- * President-Schenectady NAACP



From the Mayor

CITY OF ALBANY
STATE OF NEW YORK
OFFICE OF THE MAYOR
12207

ERASTUS CORNING, 2ND
MAYOR
JOSEPH F. HEALY
EXECUTIVE ASSISTANT



Mr. Jonathan P. Harvey, President
Urban League of the Albany Area, Inc.
55 Columbia Street
Albany, New York 12210

Dear Jonathan:

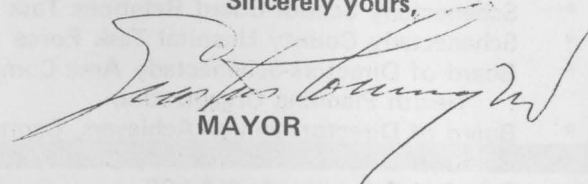
I am delighted to respond to your request that the month of May be proclaimed Urban League Month in the City of Albany. Since May 6, 1966, the Urban League has established itself as a Community-oriented group which directs its programs toward helping all of the citizens of the City of Albany.

The month of May has been the traditional month for your annual Equal Opportunity Award as well as the Annual Meeting.

I am hopeful that this proclamation will help the Urban League to enlarge its membership for continued service to the Community and in line with the commitment of the City of Albany to Equal Opportunity for all human beings, I hereby proclaim the month of May as Urban League Month in the City of Albany.

Good luck to all of you.

Sincerely yours,


MAYOR

Message from the President

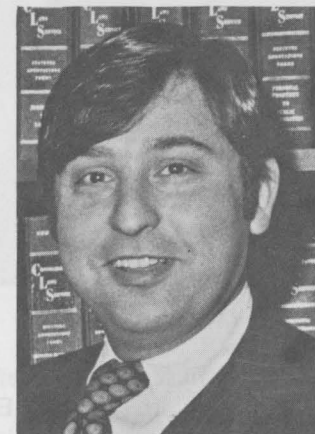
Sooner or later every human being must deal with the question "What kind of world do I want?"

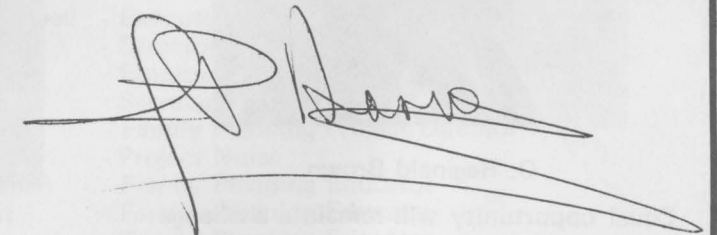
The answer must relate directly to the quality of life in our times and bring to mind those things that we have done and can do in the future to improve our world.

We cannot be satisfied with mediocrity and we cannot be satisfied with the status quo when it is clear that excellence is within our reach in this century.

Robert Browning said that "a man's reach should exceed his grasp or what's a heaven for." The Urban League has a reach which exceeds its grasp and needs the help of all the citizens to continue that reach. The tremendous strides in the areas of health care, education, family planning, job development and scholarship work by the Urban League and the Urban League Guild are but scratches on the surface of the myriad of problems in our society. It will take every ounce of economic, moral and social resource we have to reach the excellence of which we are capable. We must drastically reduce the level of poverty in this country, we must work day and night to improve the quality of education for everyone, we must labor to improve the housing conditions, the taxing system, the welfare problems, and, indeed, the entire quality of life of every disadvantaged person in this country. For, until every one of us can breathe the same air and walk with pride and satisfaction and self-esteem, we are all diminished.

It is with these thoughts that the Urban League moves ahead in the struggle for human dignity.





HONORARY CHAIR- PERSONS

Equal Opportunity Dinner



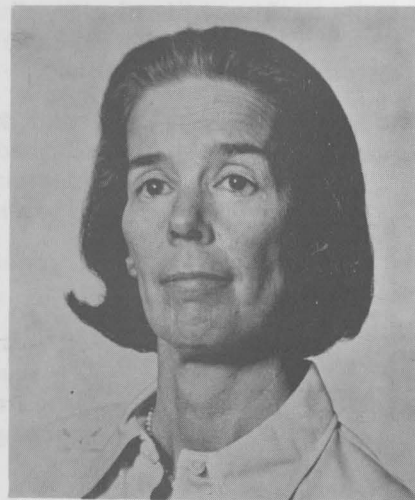
Jeremiah Blanton

With the present state of the economy, we need a strong commitment to equal opportunity as it relates to our traditional concept of seniority.



O. Reginald Brown

Equal opportunity will remain a challenge to our society, our institutions and to our people as long as disparities exist. The goal of The Urban League is to continue to increase the opportunities and to decrease the disparities.



(Mrs.) John L. Zimicki

The Urban League must revive its efforts for equal opportunity in housing. Every level of economic ability of our people, has the need for safe and sanitary housing.

URBAN LEAGUE of the Albany Area, Inc.

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President	- Jonathan P. Harvey
Senior Vice President	- Fr. Howard Hubbard
Vice President	- Mrs. Henry Bryant
Secretary	- Christopher Niebuhr
Treasurer	- Howell R. Wood, Jr.

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Fr. Howard Hubbard
Mrs. Fred LeBrun
Rev. John Lee
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Sr. Catherine McNamee
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Dr. Basil Y. Scott

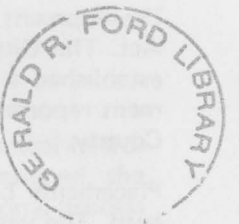
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Ex-officio

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Natalie Dickerson	- Director H.E.W.
Roger G. Foskey	- Employment Director
* Patricia A. Cherry	- Secretary-Bookkeeper
Elgin W. Watkins	- Family Planning Project Director
Mary Ann Kitzak	- Project Nurse
Rebecca Buchanan	- Family Planning Educator
Mary L. Bryant	- Family Planning Educator
Lucille Jackson	- Family Planning Educator
Pauline Sims	- Family Planning Educator
Karen A. Crisp	- Secretary
* Audrey N. Jackson	- Secretary
* Terrell Pelham	- Secretary
Gloria Yancey	- Secretary

* Resigned during 1974



Annual Report

EMPLOYMENT AND JOB DEVELOPMENT

Roger G. Foskey, Director

The year that we could have well done without, affected this area of service most. The chart which follows provided the data for such a conclusion.

YEAR	APPLICANTS	PLACEMENTS	ANNUAL GROSS SALARY	AGGREGATE ANNUAL PAYROLL
1974	410	181	\$ 6,008	\$1,087,448
1973	373	223	5,868	1,308,564
1972	412	218	5,700	1,242,600
1971	363	186	5,380	1,000,680
1970	357	232	4,750	1,102,000
1969	399	210	4,628	972,090
1968	384	154	N/A	N/A
1967	132	43	N/A	N/A
-----	2,830	1,447	-----	-----

The largest number of applicants were seen in 1974 though the growth figure was only 37, an increase of about 10%. This increase in applicants was not considered representative of the state of the economy in 1974 but, was more indicative of the advent of C.E.T.A., the Comprehensive Employment and Training Act of 1973. C.E.T.A. represented revenue sharing in the field of manpower and essentially replaced all previous manpower programs with the exception of W.I.N. (Work Incentive), and the Job Corps. It replaced the Manpower Development and Training Act and manpower provisions of the Economic Opportunity Act. The City of Albany became a major provider in employment for the disadvantaged, established a Department of Human Resources and near the end of the year, the Department reported placements of over 800 individuals and a waiting list upward of 900 for the County.

Placements by the Urban League on the other hand were only slightly above the 1968 level. The year 1967 appearing on the chart, was not a full year of Urban League activity. Successful placements fell 9%.

Indicative of increased difficulty in an already frustrating area, those who received very little assistance in finding employment was 229 or 56% of 1974 applicants. In no year other than the initial 6 months of operation in 1967 and our first full year, 1968, was a higher level of failure noted.

EDUCATION

Sr. Catherine McNamee, Chairperson

Natalie E. Dickerson, Director

Many of the roles of the Urban League were cooperative and supportive of the efforts of other individuals and organizations. Community Service students of the State University of New York were used in consumer education research. An alliance of the education committees of the N.A.A.C.P., P.U.S.H., Arbor Hill Community Center and the Urban League was begun. Career Expo was a joint effort with the Arbor Hill Community Center. The H.E.W. Director participated in workshops on the college application process, sources of financial aid and high school career days. The Director served on the New York State Department of Education's Advisory Committee on the Emergency School Assistance Act, health para-professional curriculum development committees of the College of St. Rose and Empire State College and coordinated volunteers in the Tri-City United Negro College Fund Drive.

MED-GOAL, the designated title of the proposal which bore a relationship to both education and health, followed an orderly elementary collection of facts. Information gathered revealed the following:

Ratio of physicians in private practice to black and white populations by county

County	Albany	Schenectady	Rensselaer
Black	0 to 15,472	0 to 3,632	1 to 3,632
White	1 to 577	1 to 1,029	1 to 620

The disabled and handicapped by sex and color

Black Males	4.7%
White Males	2.4%
Black Females	5.3%
White Females	3.5%

MED-GOAL began with the hypothesis that more Blacks would enter the technical health fields if educational, economic and sociological barriers were removed. As designed, the proposal would discover students with potential sufficiently early in the educational process to allow adequate motivation, academic strengthening in mathematics, science and communication skills, parental involvement and a commitment of resources necessary. The proposal has been submitted with an initial budget of \$56,000 and proposed it would enroll 30 students in the first year, 10 eighth graders and 5 each in ninth through the 12th year of school. Cooperating in the project are the College of St. Rose, the Junior College of Albany and St. Peter's Hospital. Decision on funding is expected in mid 1975.

HEALTH

Natalie E. Dickerson, Director, Health, Education and Welfare
Elgin W. Watskins, Project Director, Family Planning

During the past year, the Urban League was the recipient of more funds in health related activity than in any year since its' beginning. Grants for such activity reached \$168,000 with a one-time-only supplemental allocation of \$42,000 to the family planning program housed in the South End.

The Program went beyond birth planning. Standardized procedures provided complete physical examinations that included gynecological and breast examinations. Routine tests carried out include urinalysis, pap smears, G.C. cultures, hematocrit, sickle cell and others. Medical findings of the intake process produced 159 instances for referral to medical facilities for treatment.

Problems surfaced in outreach contacts that required follow-up by non-project Urban League staff, i.e. housing, employment, welfare, discrimination, etc. In addition, assistance was provided the unit in publicity and in cooperative efforts with the Whitney M. Young Community Health Center and the South End Health Center on hypertension.

Health, Education and Welfare staff and the Education Committee located a possible source of funding for a long standing interest in guidance and strengthening the academic ability of minority high school students with interest in health occupations. A proposal has been submitted to a federal agency which has funds to allocate to programs designed to increase minority personnel in health occupations.

THE URBAN LEAGUE GUILD

Mrs. James Tillman, President

The Guild moved rapidly in effecting its organizational structure in 1974. Rules by which the body was to be governed were developed and adopted. It also became affiliated with the Upstate Federation of Urban League Guilds which includes Binghamton, Buffalo, Rochester and Syracuse. The formation of the Federation was the first in the country and introduced our group to the experience of older Guilds. Sessions have been held in each of the Guild cities and a leadership workshop was planned for Syracuse in early May 1975.

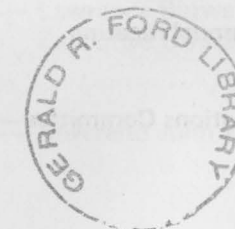
The Guild also moved into programs of its own. A small grant of \$1,200 was secured from the New York State Department of Parks and Recreation to conduct a recreational, educational and cultural program in the Arbor Hill section of the City.

In addition, the Guild has established a scholarship fund in nursing education which will pay the entire cost of a minority student of nursing who illustrates both interest and ability to complete study in a local school.

Financial Statement 1975

(*unaudited)

Balance Forward		\$ 4,972.32
<u>Income</u>		
Membership, Contributions,		
Service Fees	\$12,294.32	
United Fund	71,804.00	
Federal Grants	90,800.00	
Grant Related Income	54,953.71	
Miscellaneous Income	15,194.87	
TOTAL INCOME		245,046.90
TOTAL AVAILABLE		\$250,019.22
<u>Expenditures</u>		
Salaries and fringe benefits		\$116,691.89
Office Equipment Supplies & Expense		4,083.37
Communications		4,508.18
Space Costs		9,072.94
Program Expense		67,997.54
Publicity & Promotion		919.50
Local & Conference Travel		6,977.76
Insurance		472.59
Audits & Bookkeeping		3,815.00
National & Organizational Dues		4,235.86
Publications & Subscriptions		108.20
Federal Project Indirect Cost		20,335.56
Miscellaneous Expense		1,245.90
TOTAL EXPENDITURES		\$240,464.29
BALANCE		\$ 9,554.93



* Auditors: Urbach, Kahn & Werlin

ANNUAL MEETING & DINNER

AGENDA

Invocation ----- Reverend John Lee, Pastor
Israel African Methodist
Episcopal Church

Opening Remarks ----- Jonathan P. Harvey
President
Board of Directors

Dinner

BUSINESS SESSION

Presiding ----- Jonathan P. Harvey

Minutes of the 7th Annual Meeting

Report of the Nominations Committee ----- Fr. Howard Hubbard,
Chairman

Election

Awards ----- Dr. Basil Y. Scott
Past President
Board of Directors

EQUAL OPPORTUNITY PROGRAM

Presiding ----- Judge Lawrence Pierce
U.S. District Court

Introduction of Guests ----- Paul M. Hughes
Co-Chairman

Introduction of Speaker ----- Paul M. Hughes
Co-Chairman

Address ----- James I. Nixon, Director
Equal Opportunity Operations
International Telephone &
Telegraph Corporation

Equal Opportunity Award Presentation ----- John E. Haith, Jr.
General Chairman

Response

The Samuel Aronowitz Family Award

Closing Remarks ----- Lawrence Burwell
Executive Director

Benediction ----- Reverend John Lee

PLANNING COMMITTEE

John E. Haith, Jr.

Chairman

Paul M. Hughes

Co-Chairman

Mrs. Henry Bryant
Luther Cannon
Albert Fenster
Warren Houghton
Mrs. E. Stewart Jones

Mrs. Fred LeBrun
Alex MacDonald
Dr. Basil Y. Scott
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Mrs. James E. Tillman

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CORN, BREADS, MUFFINS, ROLLS
DESSERT: "FREEDOM DESSERT,"
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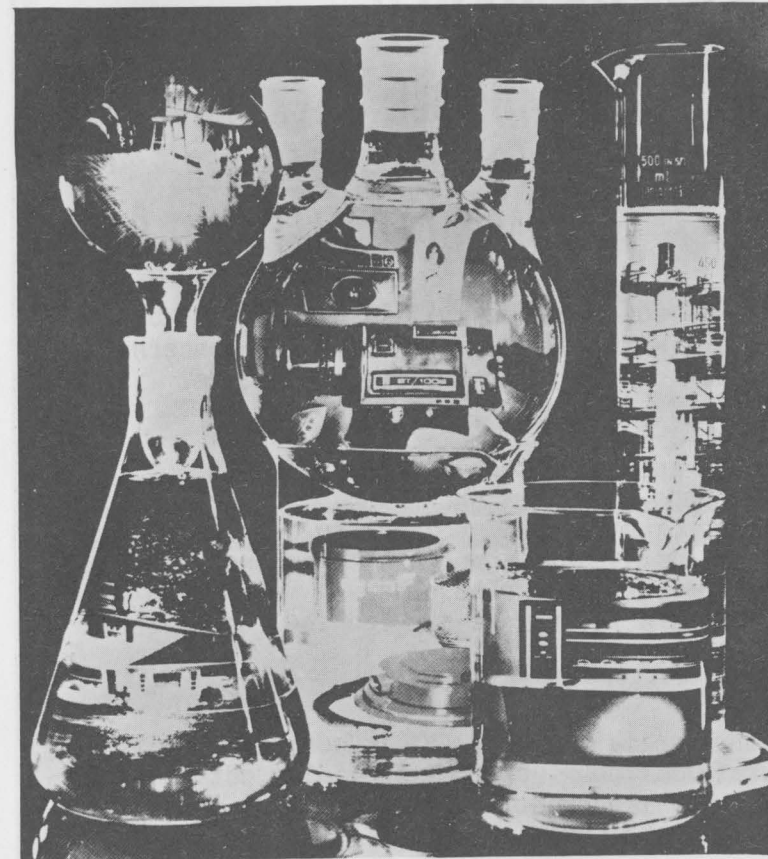
Table Pour Taste D'Vin

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Mr. Warren Houghton
Mr. & Mrs. E. Stewart Jones
Mr. Alex MacDonald
Mr. James B. Stroud
Mr. & Mrs. Henry W. Bryant
Mr. Anthony Costanzo
Mr. Paul M. Hughes
Ms. Bernard Bryant
Mr. S. A. Franze
Ms. Karen E. Stratton
Mr. & Mrs. William L. Hammond
Mr. & Mrs. Alex Brinson & Family
Mr. & Mrs. Albert Fenster
Rev. William Cameron
Mrs. Frederick DeBeer, Sr.
Mr. Francis Eldridge
Mrs. Florence Frazier
Mr. & Mrs. John E. Haith, Jr.
Mr. & Mrs. Jonathan P. Harvey
Fr. Howard Hubbard
Mrs. Marjorie LeBrun
Rev. & Mrs. John Lee
Mr. James P. McKenna
Mr. Christopher Niebuhr
Ms. Nancy Fitch

Mr. & Mrs. Clarence N. Parker
Mrs. Ersu H. Poston
Dr. & Mrs. Basil Y. Scott
Rabbi Martin Silverman
Mrs. James Tillman
Mr. Charles Touhey
Mr. J. Kenneth Vaughn
Mr. Howell R. Wood, Jr.
Mrs. Izetta B. Fisher
Mrs. Mary Ann Kitzak
Ms. Shirley Stingley
Mrs. Pauline Sims
Mrs. Rebecca Buchanan
Mrs. Lucille Jackson
Mrs. Mary Bryant
Ms. Natalie Dickerson
Mr. Roger G. Foskey
Ms. Karen Crisp
Ms. Gloria Yancey
Mr. & Mrs. Larry Burwell
Mr. Norman McConney, Sr.
Mr. Charles M. Liddle, III
Sr. Catherine McNamee
Mr. Luther Cannon
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Freeman Holmes - Unit Commissioner

Troop 5

Rev. Edward Johnson - I.R.
Austin Dyer - S.M.
Alfred Brown - A.S.M.

Troop 9

Rev. Phillip Thompson - S.M.
Fred Thomas - A.S.M.

Troop 12

Clarence Parker - I.R.
Edward Keely - Act. S.M.
Leon Walker - J.A.S.M.

Troop 91

Richard Sehl - S.M.
Jimmy Streiker - A.S.M.

Troop 160

Leon Glaize - S.M.

I.R. - Institutional Representative
S.M. - Scout Master
A.S.M. - Assistant Scout Master
C.M. - Cub Master
D.L. - Den Leader
A.D.L. - Assistant Den Leader

Cub Scouts

Randy Marshall - Pack Commissioner
Anthony Mangano - Unit Commissioner

Pack 5

Rev. Edward Johnson - I.R.
Al Reed - C.M.
Mrs. B. Lewis - D.L.
Mrs. Anora Dyer - D.L.
Mrs. D. Brown - D.L.

Pack 9

Clarence Johnson - I.R.
Theodore Johnson - C.M.
Edna Thompson - D.L.
Luvenia Williams - D.L.
Fannie Williams - A.D.L.

Pack 12

Clarence Parker - I.R.
Dorothy Paul - C.M.
Randy Marshall - C.M.
Valerie Paul - D.L.
Francis Poole - D.L.
Gerlene Small - D.L.

Pack 91

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Richard Coons - C.M.
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Lois Beatty - D.L.
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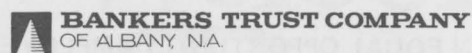
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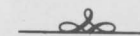
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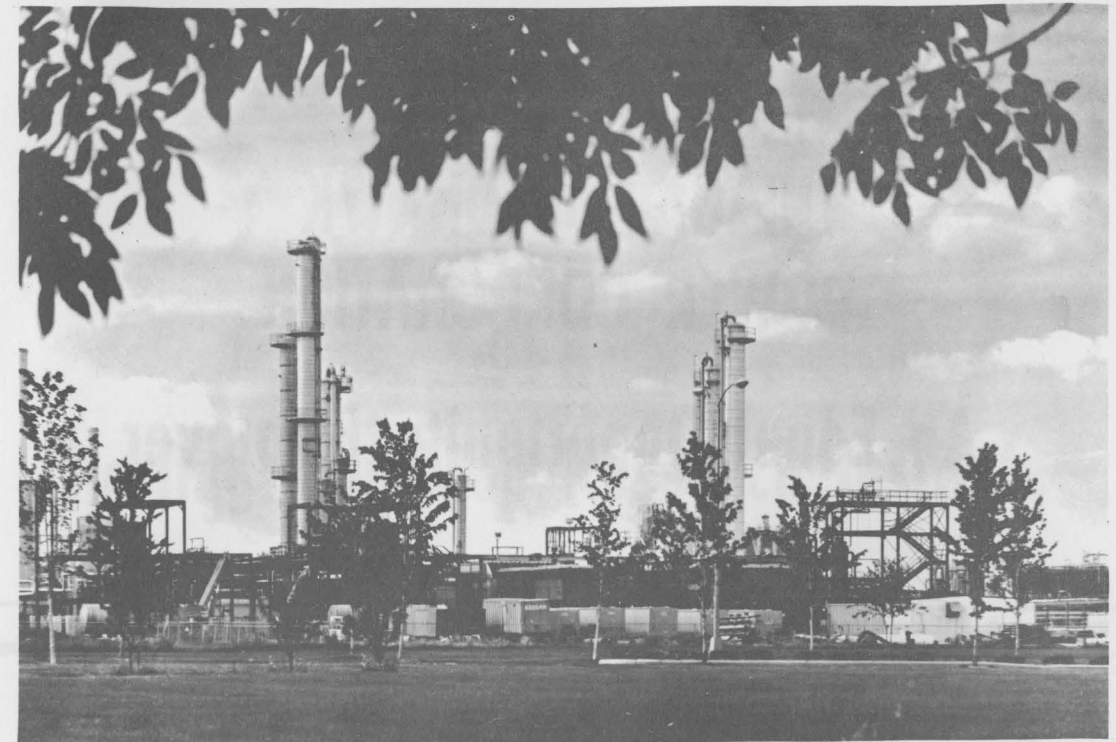
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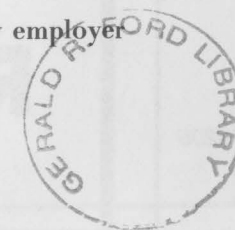
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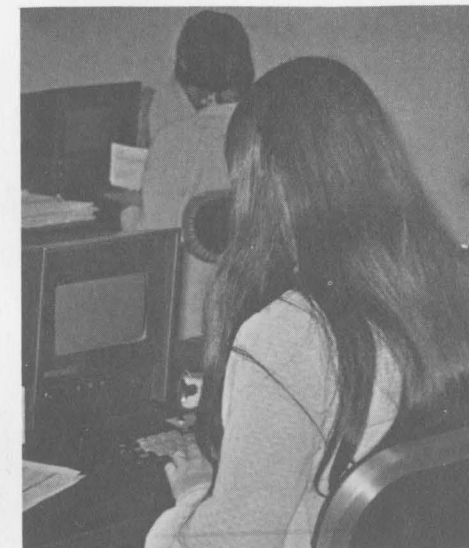
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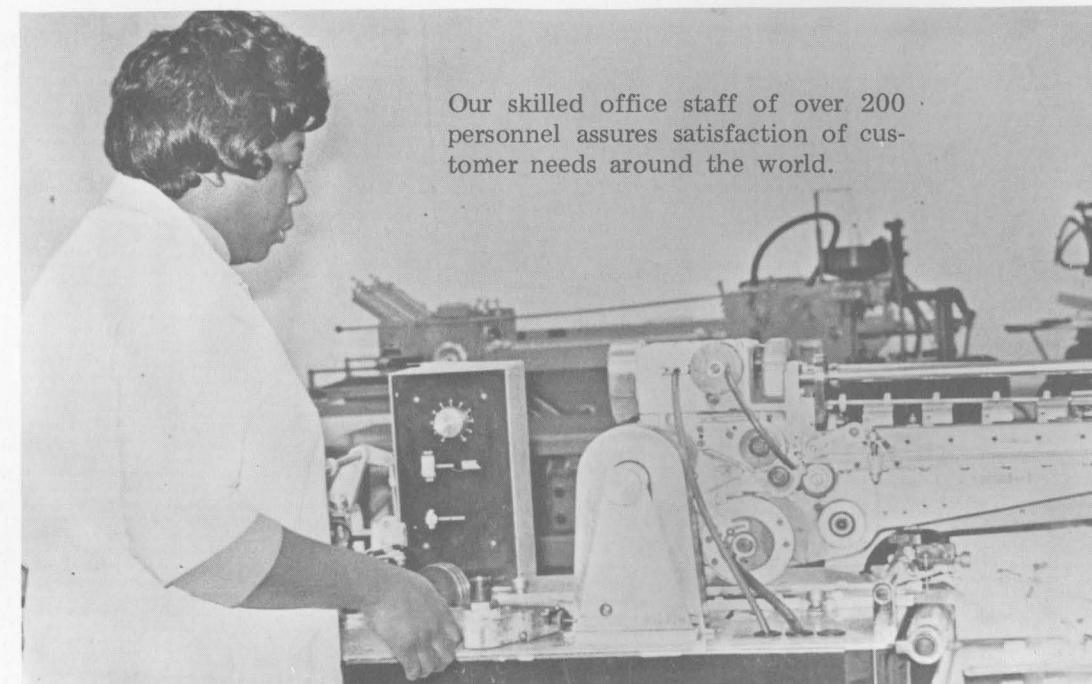
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PRE-CONFERENCE MEETINGS

SATURDAY, JULY 26

Morning

COUNCIL MEETINGS

Pre-Conference sessions for program councils to discuss specific programmatic areas of interest and concern.

Afternoon

COUNCILS RECONVENE

SUNDAY, JULY 27

Morning

FAMILY SESSION

Executive Director meets with National, Regional and Affiliate staff.

Afternoon

NUL PROGRAM POLICY AND PLANNING COMMITTEE HEARINGS

Affiliate Delegates make recommendations to the Program Policy and Planning Committee for consideration in program policy decisions.

COMMITTEE MEETINGS

Scheduling of Advisory Committee and special interest group meetings upon request.

EXHIBITS HOURS
SUNDAY — TUESDAY
9:00 A.M. — 5:00 P.M.
WEDNESDAY
9:00 A.M. — Noon

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1975 National Urban League Conference

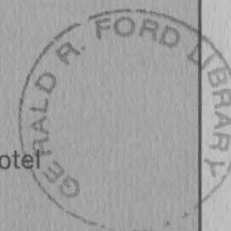
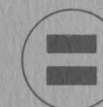
July 27-30

Marriott Motor Hotel
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Atlanta, Georgia

Host: Atlanta Urban League



SUNDAY, JULY 27

8:00 P.M.

KEYNOTE SESSION

Speaker:

Vernon E. Jordan, Jr.
Executive Director
National Urban League

Official opening of the NUL Conference, when the Executive Director presents his annual message to the American people.

MONDAY, TUESDAY, WEDNESDAY JULY 28, 29, 30

PLENARY SESSIONS

REACTION PANELS

QUESTIONS and ANSWERS

The Conference examines issues which impact upon the economic survival of black and poor people — Jobs — Education — National Health Insurance — Income Maintenance — Consumer Protection.

WORKSHOPS where planners and technicians can develop strategies for action toward a nation-wide economic security thrust for minority America.

WEDNESDAY, JULY 31

DELEGATE ASSEMBLY

This session provides delegates with an open forum to express their viewpoints and act on important Statements of Concern.

Afternoon

SUMMARY SESSION

Conferees convene to hear reports from workshops.

SPECIAL EVENTS

SUNDAY, JULY 27

Noon

LUNCHEON — COUNCIL OF UL GUILDS
Sponsored by a national network of volunteers from Urban League cities throughout the country, with a featured guest speaker.

MONDAY, JULY 28

Noon

FEDERAL RESOURCES LUNCHEON
The conference headlines an important figure in the Federal Government.

Evening

QUARTER CENTURY CLUB DINNER
Annual event sponsored by the Quarter Century Club which is composed of individuals who have devoted 25 years or more of service to the Urban League.

Evening

THE LOCAL HOST AFFILIATE ENTERTAINS
The Atlanta Urban League invites conferees to an evening of social relaxation.

TUESDAY, JULY 29

Noon

BUSINESS and LABOR LUNCHEON
Sponsored by the NUL Commerce and Industry Council, featuring two nationally known guest speakers from business and labor.

Evening

"NEW POLITICS IN THE OLD SOUTH"
A provocative question and answer session with major figures in the southern political arena.

WEDNESDAY, JULY 30

Evening

CONFERENCE DINNER
A dramatic climax to the week of events, presenting a guest speaker of national significance.

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NUL PRESENTS CONCERN ON PSE TO NATIONAL COMMISSION FOR MANPOWER POLICY

OMDT, on behalf of the National Urban League, expressed its concerns and positions on public service employment (PSE) at a working conference of the National Commission For Manpower Policy in Washington on April 21.

A March survey of prime sponsor hiring practices shows that those most in need of employment—the long term unemployed, the discouraged worker and those ineligible for UI or who have exhausted their UI benefits—are not receiving priority consideration under Title II and Title VI of CETA. The survey conducted through Urban League affiliates across the country reveals that:

- A high percentage of the participants are unemployed but not economically disadvantaged.
- A significantly high number of the participants are white.
- The average wage for white participants is higher than that for minority participants.
- White participants are receiving more professional and technical jobs.
- Minority participation under Title VI is significantly lower than in Title II.
- Job distribution is uneven and does not reflect proportionate distribution of regular employees in a given local government agency or among agencies.
- Non-profit organizations are not being utilized to their potential, if at all.
- A higher percentage of minorities are receiving semi-professional and professional positions with non-profit organizations.
- Veterans are receiving a disproportionately high number of the jobs while Viet Nam Era veterans are receiving few.

Transition goals into permanent unsubsidized employment have been virtually eliminated from the federal guidelines regulating the implementation of Title II, and have never been included under Title VI. These deletions and omissions provide serious loopholes to prime sponsors and economic hardships to the chronically unemployed. Transition into unsubsidized public service employment or private employment must be a stated policy and requirement in any public service employment program. A trigger mechanism can be established so that in times of very high unemployment the percentage of participants to be transitioned will be temporarily lowered according to the degree of job scarcity. Without transitional assur-

ances public service participants who were not recently part of the skilled labor force will be relegated to low level deadend jobs without opportunity for permanent placement in jobs providing career mobility and economic self-sufficiency. Time credit assurances must also be provided to participants for time accrued in public service employment toward credit for permanent civil service jobs. Built-in training and test preparation should be on-going to enable the participants to be better prepared to pass civil service examinations.

Over the past year, the unemployment rate has risen at an alarming speed. The Labor Department's March unemployment figures show a rate of 8.7 percent of the labor force, or about 8 million people, out of work. These figures do not count the millions of "discouraged workers" who have dropped out of the labor force and people in part-time jobs who want full-time work. While the white population seems to find itself facing the threat of a depression with an unemployment rate of 8 percent, blacks have endured an average unemployment rate for the past five years of over 10 percent.

In the current unemployment situation, certain in-

(Continued on page 3)

73 UL AFFILIATES FUNDED UNDER CETA FOR FY '75

Seventy three Urban League affiliates, as of March, 1975, are operating manpower programs funded through Prime Sponsors for FY '75 for a total amount of \$16,051,046.

Manpower services are being provided within the framework of Comprehensive Manpower Service Centers by nine affiliates. Other affiliates are proposing to operate comprehensive centers during FY '76 in accordance with the mandate of CETA to decategorize the delivery of manpower programs. Twenty-five affiliates are providing some pre-employment services—outreach, intake, assessment, orientation, counselling and job development—and direct placement and follow-up.

Fifty affiliates have On-The-Job Training programs and eleven are placing clients in subsidized Work Experience training. In addition, a number of Leagues are delivering such services as secretarial training, apprenticeship outreach, hometown plans, ex-offender counselling and placement, merit system test preparation and recruitment, and computerized job matching, as well as providing services to special target groups such as women, older workers, youth, Indians, Chicanos, and migrant workers.

In addition to Title I programs, Urban League affiliates

(Continued on page 4)

AFFILIATE MANPOWER PROGRAMS AID YOUTH

Darryl Clark

In Washington, D.C. the economic slump is statistics and politics, but throughout the rest of the country it is anxiety over jobs, lay-offs, street "dudes", drop-outs and crime.

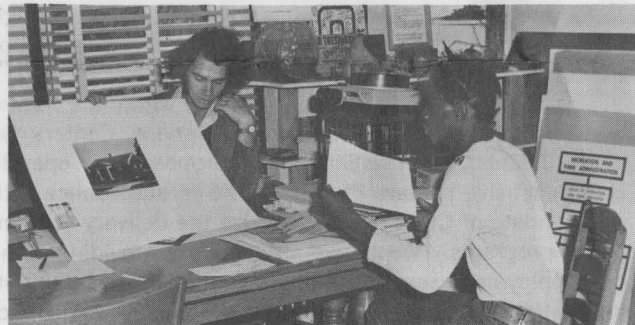
The Federal Government tells us we can expect abnormally high unemployment for at least three years. Now 42 percent of all Black teenagers in the country are out of work.

Within the Urban League movement there has been a steady and persistent move to develop new and innovative ideas which would alleviate the excessive unemployment now being experienced by Black youth throughout the country.

Already some of the affiliates have various youth oriented or youth work related programs operating within their communities. Some of the programs are: Work Experience, Career Counseling, Summer Youth, Guidance, Motivation and School to Industry. The approach and the nomenclature may vary yet all are working towards the same results-survival for many inner city youth: job options with training many were not previously aware of; and employment that will not only profit a youngster's purse, but permit pride and dignity in accomplishment.

In Champaign, Illinois the affiliate, in conjunction with the Women's Employment Counseling Center (WECC), is presently operating a Work Experience Program. The program, funded by a four county CETA consortium for \$175,000, has 125 subsidized Work Experience slots, serving youth in school, drop-outs 16-21, older workers 45-55, and also the handicapped and pregnant. Work sites vary from an environmental and ecological center to a day care center, to the State Attorney's Office (all beginning salaries \$2.10 per hour).

The concept of Work Experience is taken seriously. The participants are placed in varied jobs, all of which are geared to keep their aspirations up and their experience marketable in the private as well as public sector.



Receiving unique training in ecological work with the Educational Resources and Environmental Sciences Program, Roscoe Brown works with director Dave Monk on a special project, Champaign, Ill.

The Lexington-Fayette County Urban League "Careers Counseling Program" is funded through a sub grantee contract with the Bluegrass Manpower Consortium. The program was funded in August '74 and will run through July '75. The main objectives have been to provide meaningful work experiences for 79 economically disadvantaged youth in Fayette County. The jobs average 10 hours per week at \$2.10 per hr. All work sites are provided by

private and public non-profit agencies. Career counseling is provided to a selected group of students in each of the four public high schools, with emphasis being placed on the motivation and encouragement of the students to complete their high school education and in helping those young people carefully plan their occupational careers after graduation.

The Massillon Urban League was funded by the Canton-Stark-Wayne Consortium last September to institute a School to Industry Project. The grant was in the amount of \$35,500.

The thrust of the grant was to serve youth, 17 through 24 years of age, in career job development. The objectives were to motivate and to help them plan their job careers by offering a variety of job alternatives.

The program was designed to offer outreach, intake and assessment (through referral to the employment services), counseling, job interview and job search techniques, job placement and follow-up.

After making numerous personal contacts to the area



Health care career trainees at Doctors Hospitals, Massillon, Ohio.

businesses and industry the affiliate was able to successfully place twenty-nine persons in unsubsidized employment over a five month period. Thirty placements was the projected goal over a one year period.

The Canton-Stark-Wayne Consortium then granted an additional \$13,000 to institute a training program for six months for youth still in high school. An attempt was made to match each student with a job in a technical area in which he had expressed an interest and shown an aptitude. Students are employed at a local hospital in the departments of Cardio-Pulmonary, Pharmacy, Medical Records, Physical Therapy and as Teacher Aides.

The League has received very favorable comments about the students enrolled in the program from their trainers and supervisors. Area businesses are very much impressed with this type of training program because it has generated a means for these students to receive first-hand knowledge of their chosen careers. Several trainers have expressed a sincere concern for the students in their program areas and are actively seeking scholarships for these students to go to college and pursue careers in the areas in which they are presently working. The original program was started in March and will run until the end of August, 1975. The affiliate has already received word that it will be funded again for fiscal year 1976.

The various programs have been effective in addressing an urgent need to provide disadvantaged youngsters with options, alternatives and in many cases a way out of a static existence and should serve as an example for replication by other affiliates.

IN THE FIELD

Los Angeles: Program Linkage

The federally funded Labor Education Advancement Program (LEAP) which recruits and places minorities in the construction trades and a locally funded CETA-OJT program of this affiliate are being coordinated in a six month project.

The shortage of openings in the building trade unions due to the lack of construction activity in the area makes immediate placement in apprenticeship positions difficult. Participants recruited by LEAP receive classroom training under the LEAP contract. They are being placed in subsidized, pre-apprenticeship, on-the-job training positions in trade related positions in industry and with small contractors through a CETA funded program which provides job development and placement services.

Women are included and have been placed in non-traditional jobs such as machinist or truck driver.

Approximately 60 slots are expected to be developed.

Wichita, Kansas: Affirmative Action Seminar

More than 75 employers from the Wichita area attended an Equal Opportunity/Affirmative Action Seminar sponsored by the Wichita Urban League in April.

The implementation of Executive Order 11246, as amended, was discussed by representatives of various contracting federal agencies. Speakers included: Bennie Daugherty, Jr. from the Office of Federal Contract Compliance (OFCC) of DOL; Edwin Sexton, former Kansas State Senator, now Special Assistant to the Secretary, Office Minority Business Enterprise (OMBE), Department of Commerce; Joseph Garcia, Energy Research Development Administration of the Atomic Energy Commission; and Norris Sydnor, Director of Governmental Relations Office of Civil Rights of HEW.

Representatives of Wichita State University, the City of Wichita, and the State of Kansas also spoke. Emory Jackson, Director of OMDT, discussed the current conflict between affirmative action and seniority caused by the necessity of layoffs in the present economic recession.

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Margaret Honorat	

Commission . . . (Continued from page 1)

equities are apparent. A comparison of white/black participation rates shows a difference of 1.2% in March of 1974. By March 1975 the participation rate had increased by 0.1% for whites but decreased 1.1% for blacks. This has resulted in a doubling of the percent differential between white and black participation rates (1.2%, 1974; 2.4%, 1975). The decrease in black participation represents "labor force drop-outs", the discouraged workers (1.1 million) who have given up in frustration because of the unavailability of jobs.

The National Urban League's Research Department has long maintained that black unemployment statistics are greatly understated. Its recently released **Quarterly Economic Report on the Black Worker** presents a devastating picture of the black economic depression. The report, based on a formula developed by the Joint Economic Committee of Congress, estimates the true black unemployment rate at 25 percent, one out of every four black workers. For black teenagers, the official rate is 41.6 percent, and in some urban ghettos well over 50 percent are without full-time jobs. About a quarter of the black unemployed have been out of work for at least four months and at least 640,000, or 57 percent, are not eligible for unemployment insurance.

A most important finding was that blacks, who comprise 12 percent of local government employees, make up almost half of all local government workers who are presently unemployed. This offers striking testimony to the disproportionate lay-offs of blacks by local governments and demonstrates a lessening of municipalities' commitment to affirmative action.

Generally the hiring in federal, state and local government is in no way representative of the number of minorities and women in the population. Such outright discrimination can be corrected only through amending the Civil Rights Act to include goals and timetables for elimination of all employment discrimination at all levels of government. Without legislative requirements there is no way to address the discriminatory employment practices of government or other organizations and institutions in the United States.

If, as economists believe, high unemployment will be with us for many years, thereby relegating black and other minorities to a state of prolonged economic depression, new and more coordinated approaches to the problem must be found. Both sides of Congress must seek non-partisan approaches to the massive unemployment problem. Partnerships must be established between federal, state and local levels of governments, between government and the private sector and between the numerous government departments so that effective national comprehensive economic and social planning can address the critical issues of today.

We must remedy the errors of the past by instituting a policy and program for full employment and full production that will benefit all people, maintain reasonable, stabilized prices, meet social justice through more equitable distribution of incomes and provide for a more adequate supply of public goods and services. Both short-range and long-range planning is a requirement in meeting the economic and social goals of our country. An analysis is needed to determine our national goals, and legislation required to mandate a full employment policy.

Affiliate Activity . . . (Continued from page 1)

are participating in Title II and Title VI public service programs. Public service employees, funded under these Titles, have been placed in fifty-two affiliates in administrative and clerical and semi-professional and professional positions.

Affiliates are also participating in the CETA planning process through membership on local and state planning councils. Eight-one affiliates are represented on local Manpower Advisory Planning Councils either by the Executive Director or his/her designee or by a member of the Urban League Board. Fourteen affiliates are represented on State Manpower Services Councils.

Increased participation is expected in FY '76. Proposals are currently being submitted to prime sponsors throughout the country based on the increased experience and demonstrated effectiveness of the affiliates' delivery of manpower services to those in need.

SEVENTH ANNUAL LABOR AFFAIRS/LEAP CONFERENCE MAY 21-24, 1975

"New Directions For Outreach In The Present Economy" is the theme for the Annual Labor Affairs/Labor Education Advancement Program Conference (LEAP) scheduled for Los Angeles, California, May 21-24, 1975.

The LEAP program has helped more than 13,700 minority workers gain apprenticeship slots in the highly paid, but racially exclusive construction trades since its inception in 1967. In 1974—2,481 apprentices, 442 journeymen and 16 women were placed in non-traditional occupations. The projection for 1975 is that the program will place 2,360 apprentices and 312 journeymen.

Prominent National, State and local keynote speakers are scheduled to participate along with LEAP's National and Field staff members and Urban League Executive Directors from 42 project cities.

This year's conference participants will examine in

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LOCAL MERGER OF CDA AND CETA FUNDS FOR GREATER IMPACT

An OMDT staff member and the Urban League Housing Director, Tom Gale, met with the Urban League's Washington Bureau staff and representatives of HUD and DOL to discuss possibilities of the use of Community Development Act and CETA monies jointly by local governments through Urban League affiliates to provide greater impact on blighted neighborhoods and provide job opportunities for public service employees.

Activities such as rehabilitation of low income housing, improvement of the environment and of recreational facilities are recommended under both Acts. Both Acts contain non-discrimination provisions. Titles II and VI of CETA require that 90% of allocated funds be used only for wages in public employment, with few funds available for "brick and mortar" and materials necessary for job creation. These latter funds can be supplied by CDA.

Urban League affiliates are being encouraged to present proposals to their local elected officials for programs in which the affiliate, under a CETA contract, can recruit, place and provide other manpower services to public service employment (PSE) program participants who can be employed on CDA programs, thus releasing more CDA funds for capital costs of the program.

Although there is no federal objection to local governments merging funds for project development, little advice or direction for so doing is being offered from Washington and few localities have developed such programs to date. A DOL Field Memo of January 24, 1975 did suggest possible use of CETA enrollees on home repair and winterization projects.

workshop sessions, the current economic, social, and management issues affecting Apprenticeship Outreach Programs nationwide. New and improved systems and strategies will be developed.

Quarterly Economic Report on THE BLACK WORKER

Report No. 1

Fourth Quarter, 1974

March 1975

Black Unemployment Reaches Record Level During 4th Quarter, 1974

Highlights

- During the fourth quarter of 1974, the official unemployment rate for blacks rose to 10.9 — their highest quarterly rate in 10 years, while the number of unemployed blacks reached 1.1 million — the highest number of jobless blacks ever recorded by the Bureau of Labor Statistics.
- According to the NUL Hidden Unemployment Index, which takes into account the discouraged workers, the actual unemployment rate for blacks during the last three months of 1974 was 21.0 — about double the official rate for blacks. And the actual unemployment rate for whites during the last quarter was 10.7 — also double the official jobless rate for whites.
- Local governments have been laying off black workers in disproportionate numbers. The unemployment rate for black local government workers during the fourth quarter was 11.2 — more than six times the jobless rate of 1.7 for white local government workers.
- Blacks had their highest jobless rates in the food processing (16.9) and construction (16.6) industries, followed by the auto (15.6) and apparel (13.6) industries. White workers, on the other hand, had their highest jobless rates in the apparel (9.8) and construction (9.6) industries, followed by the auto (7.5) and food processing (7.2) industries.
- Black teenagers with a jobless rate of 36.0 had the highest unemployment rate of all groups of workers over this period. But black women, with an unemployment rate of 9.6, had the highest rate among all adult workers, followed by black men with a rate of 7.7. White adult women and adult men, on the other hand, had jobless rates of 5.5 and 3.9, respectively.
- Adult black men, however, was the group most affected by job layoffs. More than two-thirds of the adult black men who were unemployed during the fourth quarter of 1974 had lost their jobs, compared to 38 percent of the unemployed adult black women.
- But the majority (57 percent) of the black unemployed — 640,000 in number — were ineligible for unemployment insurance because their unemployment did not result from direct job layoffs — an essential qualification for jobless benefits.

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FOR EQUAL



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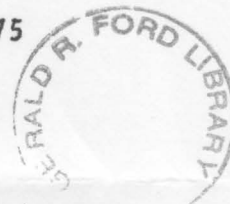
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August 7, 1975



Dear Stan:

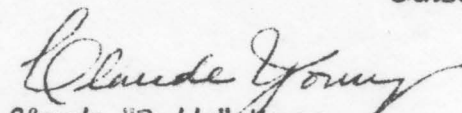
The Fifth Annual Whitney M. Young, Jr. Memorial Football Classic will be held on Saturday, November 15, 1975 at Shea Stadium, New York City. The game will feature the black collegiate football teams of Grambling University of Louisiana and Norfolk State College of Virginia.

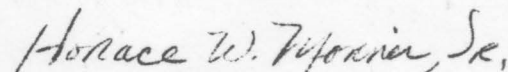
This game, which is one of the major fund-raising events of the New York Urban League, is being partially underwritten by Coca-Cola Bottling Company of New York, Inc. Proceeds from the game will continue to help the League to carry on its educational and youth programs and will also assist in alleviating some of its critical financial obligations.

We are inviting representatives of the press and community organizations to announce the 1975 Classic at a press conference-cocktail reception on Thursday, August 21, 1975 from 5:00 P. M. to 7:00 P. M. in the Auditorium of the Time & Life Building, 8th Floor, Rockefeller Center (50th Street and The Avenue of the Americas).

Please return the enclosed card IMMEDIATELY or call 749-1500 or 866-8557, the Fund Development Department of the New York Urban League, and let us know that you plan to attend.

Sincerely,


Claude "Buddy" Young
Chairman
Whitney M. Young, Jr.
Memorial Football Classic


Horace W. Morris, Sr.
Executive Director
New York Urban League

P. S. The management of the Time & Life Building requests that you bring this letter for admittance.

NEW YORK URBAN LEAGUE
2090 Seventh Avenue - Suite 200
New York, N. Y. 10027

Attention: Miss Veronica L. Neufville

PLEASE CHECK, SIGN AND RETURN

☒ I will attend the press conference-cocktail reception of the Fifth Annual Whitney M. Young, Jr. Memorial Football Classic on Thursday, August 21st, 1975, 5:00 to 7:00 P. M. at the Time & Life Building.

☐ I will not be able to attend.

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FOR IMMEDIATE RELEASE

THE NEW YORK GAME: WHITNEY YOUNG CLASSIC GRAMBLING CHAMPIONS VS. NORFOLK STATE CHAMPIONS AT SHEA STADIUM, NOVEMBER 15TH

New York City's only college football extravaganza, the Whitney M. Young, Jr. Memorial Football Classic, will be played at Shea Stadium on Saturday, November 15, 1975. Festivities for the Fifth Annual Classic will kickoff at 1:00 P.M.

The Classic will be a battle of champions with national Black college champions Grambling facing Norfolk State, champions of the Central Inter-collegiate Athletic Association (C.I.A.A.).

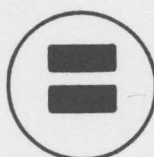
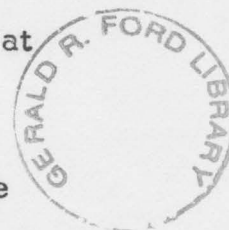
Sponsored jointly by the New York Urban League and the Coca Cola Bottling Company of New York, the Classic has attracted over 215,000 fans in the past four years, putting New York City back on the national football scene.

Chairman of this year's Classic is Claude "Buddy" Young of the National Football League, who is a member of the New York Urban League's Board of Directors.

Announcement of this year's Classic was made by Horace W. Morris, executive director of the New York Urban League, during a press reception at the Time-Life Building.

Morris stated, "this year's Classic is indeed a challenge to the New York Urban League. As one of our major fund raising activities, and with our organization having financial problems, it becomes vitally important that we fill every seat in Shea Stadium on November 15th."

Proceeds from the Classic help support many New York Urban League programs including the highly successful Street Academies.



Page two
The NY Game: Whitney M. Young, Jr. Classic
Grambling Champions vs. Norfolk State Champions
Shea Stadium, November 15th

Charles E.F. Millard, president of the Coca Cola Bottling Company of New York, declared, "the company is delighted to again join with the New York Urban League in this most worthy effort and to be part of the excitement and spectacle of the Whitney M. Young, Jr. Classic."

Newly elected president of the New York Urban League, Mrs. Cyrus R. Vance, said, "it is our goal to improve each and every New York Urban League program and project and that includes making the Whitney M. Young, Jr. Memorial Football Classic an even bigger success than it has been."

Coach Eddie Robinson will head Grambling College's Tiger powerhouse for the 35th year. He has compiled a 236-81-11 career record, second best among active college coaches. Bear Bryant of Alabama University is the leader with a 242-71-16 record.

Robinson candidly sizes up the coming season by saying, "our strength is at quarterback, running backs, pass receivers, defensive front-four and kicking. Question marks on the team are linebackers and interior offensive line. Our weakness is the defensive backfield."

Grambling posted an 11-1 record in 1974, losing a squeaker to Alcorn 19-14, with whom they shared the Southwest Athletic Conference title. In the Tigers match with Norfolk State, they outlasted the Spartans 16-10 in a whale of a ball game that makes fans think the two schools will put on quite a show at Shea Stadium in November.

Norfolk State (Virginia) had a banner year in 1974 with an 8-3 mark. They were 8-0 in the C.I.A.A., giving them the conference title. Head Coach William "Dick" Price was in his first year at the helm of the Spartans. He replaced Bob Ledbetter who left the school to take over as offensive backfield coach for the New Orleans Saints of the National Football League.

In five previous clashes with Grambling, Norfolk State had been soundly thrashed. But in last year's encounter, the Spartans from Virginia put a scare into the Tigers before finally losing 16-10. At half-time Grambling led 9-0 and shortly after the third period started the Tigers found themselves on the short end of a 10-9 count.

more.....

page three

NY Game: Whitney M. Young, Jr. Classic
Grambling Champions vs. Norfolk State Champions
Shea Stadium, November 15th

It wasn't until the fourth period that Grambling punched across the winning touchdown. It came on a pass play, when the safety-man for Norfolk State slipped on the wet ground on what might have been an interception. Instead it preserved Grambling's record that led them to the national championship.

Norfolk State had not enjoyed a winning season since 1962, and with 16 seniors and 17 juniors making up the bulk of the squad this year, they are looking forward to even greater things for 1975.

Eddie Robinson of Grambling and Dick Price of Norfolk State were quite amiable at the press reception. But it will be a different story when they look at each other across the Shea Stadium gridiron on November 15th.

Tickets will go on sale September 8th at the following locations: New York Urban League, 2090 Seventh Avenue, New York City; Ticketron outlets throughout the United States; Shea Stadium; and Urban League offices throughout the United States.

For further information write: Mrs. Carol Wellington Bell, New York Urban League, 2090 Seventh Avenue, New York City 10027 or telephone (212) 749-1500.

-30-

2:8/15/75



FROM THE DESK OF

Francis A. Kornegay

Aug. 26, 1975

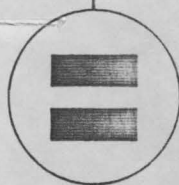
Dear Stan —

Here are copies letter
to Betty and Gerald
Dad.

Always trying to
do some good.

Francis





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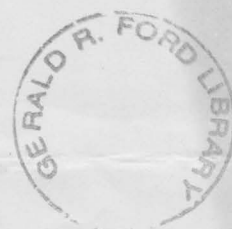
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Executive Director

August 25, 1975

Mrs. Betty Ford
The First Lady of the United States
The White House
1600 Pennsylvania Avenue
Washington, D.C. 20500



My Dear Mrs. Ford:

I saw you in the TV interview on questions of sex, abortion and marijuana. Let me say that you were candid, frank and right to the point. I was pleased to have you unafraid to speak out and show the type of courage that our young people need to know that responsible adults do understand their problems and the environment in which we live today. An understanding heart is a thousand times better than a hypercritical heart. It is time in this country that people know the truth, (facts) understand the facts and accept the truth as guidelines to healthy living.

It was refreshing to see you take a national posture on the issues in your interview. No first lady has had the knowledge or courage to do so since Mrs. Eleanor Roosevelt. You have a perfect right to express yourself. You accepted that responsibility and in my opinion you did well. I support you 100%.

Let your good husband - Gerald Ford, our President, know that I wrote you, he knows me.

Sincerely yours,

FAK:dw

