

INVESTIGATING COMMITTEE ON CAUSE OF CIVIL UNREST

Subcommittee on Employment

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The subcommittee recognizes that certain State agencies and other civic, business, and labor groups have contributed immeasurably in recent months to the eradication of the unemployment problems of the poverty groups and is grateful to the Governor for the opportunity to assist in a solution to this problem.

The subcommittee finds that unemployment in the Wilmington area, while not a direct cause of civil unrest, does contribute to feelings of discrimination among those who really want to work and those who are working but are relegated to low paying menial type jobs with no opportunity for training and advancement. This conclusion of the subcommittee is based on the following:

Many of those who participated in recent disturbances in the City of Wilmington were already employed. However, the greater percentage were paid at the minimum legal rate of \$2600 per year which is \$500 under poverty level for a man, wife, and two children.

There is a hard core group of unemployed who because of their heritage of welfare passed on from generation to generation cannot be motivated to work. (This group is for the most part over 25 years of age.)

Some of those who participated were those who were unemployed and wanted to work but are untrained, lack education, have minor arrest records, and/or who are frustrated because they have been denied jobs so many times because of their color.

The subcommittee recognizes, however, that this situation must change and feels that actions indicated below should therefore be concentrated at least initially on those who want to work and those who are already employed, but whose opportunities for advancement are stifled for one reason or another, e.g., insufficient training/experience/or just out-and-out discrimination by employers.

The subcommittee feels that the Governor and State agencies should take the lead in breaking down barriers to employment, training, and promotional opportunities. We therefore recommend a three-phase program of (1) immediate action, (2) intermediate action, and (3) long range and continuing action, as follows:

A. Immediate

1. The Governor, the community, government, union, and industry help to create a climate of mutual respect by using more tolerant methods and language in dealing with poverty groups. Civil unrest is not a Negro problem and must not be considered as such. It affects all persons.

2. The Governor or the General Assembly issue an Executive Order to enact a law supplementing/implementing Title VII of the Civil Rights Act of 1964, "Equal Employment Opportunity". This would apply to all State agencies who are not already bound by the Act because they are not subsidized by the Federal government; and all County and City agencies and private employers who are subsidized with State funds or who contract or sub-contract with any State agency.
3. Supervisors in industry, business, government agencies, and unions use the same personnel and courtesy standards for all workers. That one standard not be used for Negroes and another for white workers.
4. State, local government agencies, industry, and unions establish better communications with the poverty group outlining hiring policies in such a manner as can be understood by the majority of this group.
5. Employers should not arbitrarily refuse to hire individuals having police records without relating the reason for arrest to the job to be performed.
6. The Governor to appoint a full-time "Equal Employment Opportunity" officer to develop, implement/oversee a program for all State agencies which will not only ensure that there is no discrimination in employment, training, and promotion in State agencies because of race, color, creed, national origin, sex, or handicap, but will also require a positive and continuing program to promote the full realization of Equal Employment Opportunity through all State agencies. He will also hear/investigate all discrimination complaints from applicants, employees, and former employees of State agencies and present his findings to Human Relations Commission for review and decision. This person to report to the Governor at least until the Merit System is operative and then perhaps to James M. Rosbrow.
7. All State agencies/commissions and City and County governments will be required to place all their job orders with the State employment office which will screen applicants for referral to appropriate agency/commission for final selection. This applies to all jobs other than policy making.
8. The filling of all State agency/commission vacancies because of turnover and any newly authorized positions are frozen until the supervisor concerned certifies in writing to the State Employment Security Commission that he has reviewed the requirements of the job and that it cannot be re-structured to permit hiring at lower entry level.

9. The State Employment Service will continue, for as long as necessary/practical, the employment centers recently established throughout the City. The OJT will also be continued to assist in up-grading the quality of the local labor pool.

B. Intermediate

1. That more on-the-job training programs be established by employers. Training will be conducted at industry establishments. Assistance for such training shall be given by appropriate State training agencies in curriculum planning and instructional methods.
2. A more coordinated and positive effort/program of providing information and assistance to small business on the establishing and recruiting for OJT programs subsidized in part by Federal/State funds should be implemented. It is agreed that the service type business, State, County, and City governments offer now and will continue to the greatest potential for jobs. Further, even now small service type businesses need employees and are generally willing to enter into training agreements with State and Federal government.
3. A mobile employment center will be established to visit, on a regular and continuing basis, all towns/communities throughout the State that do not already have a State employment office. This will make it easier and cheaper for those people who live in out-of-the-way places to get information/assistance on the jobs.
4. Consideration should be given to a program patterned after the one in New York State which provides babysitting service by welfare recipients for other mothers on welfare who want to participate in some form of training or schooling to assist them in obtaining employment. The babysitting service to be paid for by the State and not deducted from the welfare recipient providing the service.

C. Long Range and Continuing Action

1. The Governor call periodic meetings in New Castle, Kent, and Sussex counties of leaders in industry, small business, unions, and the heads of State agencies and government requesting them to pledge their companies and agencies to a policy of hiring workers who are members of the poverty/disadvantaged group.

2. Written tests being used by industry and government primarily test the literacy ability of individuals. Recently some companies have adopted other tests dealing directly with the type of work to be performed. Negroes who had been eliminated from consideration because of literacy tests were found to be excellent workers after being hired as a result of work-oriented tests. Recommend that literacy type tests be eliminated for entry level positions.
3. That studies be made to determine occupational needs in the future. That training facilities be geared to future needs so that individuals will be available and qualified to meet future job demands.
4. The Governor shall explore the possibility of designating one training agency or appropriate committee to coordinate training programs and where possible to administer funds for these programs in order to eliminate overlapping and/or duplication, and in order to train people for jobs that are and will be available.
5. Recommend the Governor, through the Del-Mar-Va Business Advisory Council, or other such group, explore the possibility of assisting in the financing, managing, and establishing of small businesses for Negroes and other disadvantaged people.
6. A comprehensive study of public transportation needs to be instituted to insure adequate low-cost transportation to those areas where the jobs are.

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