

Carton 11:28

THE BROTHERHOOD of SLEEPING CAR PORTERS

FEP C Handbook

1957

2017/193  
c



THE CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

C. L. Dellums  
Chairman

Mrs. Josephine Duveneck  
Treasurer

William Becker  
Secretary

1957  
Copied from originals in The Bancroft Library for reference use only.  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce all or  
any part must be obtained in writing from Ann Bancroft, The  
Bancroft Library, University of California, Berkeley, CA 94720.

Co-Chairmen

Nathaniel S. Colley  
John Despol  
C. J. Haggerty  
Rt. Rev. Msgr. Thomas J. O'Dwyer  
Judge Isaac Pacht  
Irving Rosenblatt, Jr.  
Edward Roybal

Northern California Office  
Labor Temple-Room 206  
2940 - 16th Street  
San Francisco  
Market 1-7742

Southern California Office  
Room 903  
112 West 9th Street  
Los Angeles  
Normandy 2-1148

Handbook

Prepared by

Max Mont

March, 1957



Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services. C O N T E N T S  
Bancroft Library, University of California, Berkeley, California, 94720

|  |              |
|--|--------------|
| California Committee<br>for Fair Employment Practices              | Cafe pages   |
| Summary of Proposed Legislative Measures                           | Green pages  |
| Reproduction: Employment Application Forms                         | Montage      |
| Why Fair Employment Practices Legislation<br>is Needed Now         | Blue pages   |
| Help Wanted Ads from a major Los Angeles<br>Newspaper              | Clippings    |
| Discrimination Is Widespread in California                         | Yellow pages |
| Reproduction: Fortune, Look, Business Week<br>articles             | Montage      |
| FEP Laws Have Been Tested in other States<br>and Cities            | White pages  |
| Public Opinion Supports FEP Legislation                            | Pink pages   |
| "Poll Discloses State Support for FEPC Law"<br>--Los Angeles Times | Reprint      |
| Some Questions and Answers   | Buff pages   |

Documents



Summary

Summary of  
Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please contact The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Bancroft Services, The  
Bancroft Library, University of California, Berkeley, California 94720  
ASSEMBLY BILL NO. 2000\*  
the proposed  
"CALIFORNIA FAIR EMPLOYMENT PRACTICE ACT"

#### PURPOSE OF THE PROPOSED ACT

Prohibits  
Discrimination  
In Employment

The proposed Act prohibits the practice of discrimination in employment. It is designed to safeguard "the opportunity to obtain and hold employment on a basis of merit without discrimination because of race, religious creed, color, national origin, or ancestry," and it declares such equal employment opportunity to be a "civil right".

No Interference  
With Employers'  
Right to Hire

The proposed Act safeguards the prerogatives of employers and others who are responsible for hiring or setting conditions of employment. The employer retains full authority to set his own job-connected standards and qualifications for employment, and may employ any person he chooses in his own discretion. He is not required to give preference to any individual on the basis of race, religion, color, national origin, or ancestry. The Act merely requires that no person be barred from employment or accorded separate treatment on the basis of these factors.

Program For  
Eliminating  
Discrimination

To encourage the elimination of discriminatory employment practices the proposed Act provides for a broad program of public information and education; for adjustment of discrimination complaints through consultation, conciliation, and persuasion; for the holding of hearings and issuing of orders enforceable through, and reviewable by the courts.

#### DISCRIMINATORY PRACTICES DEFINED BY PROPOSED ACT

The proposed Act outlaws racial and religious discrimination with regard to hiring, firing, promotion, membership in unions, and other terms, conditions and privileges of employment. It also forbids inquiry, direct or indirect, oral or written, as to race or religion or ancestry, for the purpose of employment discrimination.

\* Note: There are several bills before the Assembly and Senate containing substantially the same provisions as Assembly Bill No. 2000. However, in order to insure a coordinated program in support of fair practices legislation at this session of the State Legislature, organizations throughout California have united behind Assembly Bill No. 2000.

Note: Assembly Bill 2001 is a companion measure providing the appropriation for Assembly Bill 2000.



COVERAGE OF PROPOSED ACT

Whom it Applies to

The proposed Act applies to employers, labor organizations, employment agencies, the State and its subdivisions, and counties and cities, and any person or association wilfully interfering with the administration of the Act.

Whom it Does Not Apply to

It does not apply to employers with fewer than 5 employees, nor does it apply to non-profit associations or corporations of a social, charitable, educational, or religious character.

WHO ADMINISTERS THE ACT

Fair Employment Practices Commission

Under the proposed Act, a State Fair Employment Practice Commission, composed of 5 persons, will be established, to be appointed by the Governor with the advice and consent of the Senate.

Commissioners To Work Full Time

Members of the Commission will receive a salary and are required to devote their full time to their offices.

Governor May Remove Commissioners

Any member of the Commission may be removed by the Governor for inefficiency or misconduct after receiving a hearing.

FUNCTIONS OF THE COMMISSION

Education and Community Cooperation

Under the proposed Act, it will be the responsibility of the Commission to foster better community understanding of the principles of equal employment opportunity and democratic practices. To this end the Commission is authorized to create advisory agencies and conciliation councils, composed of representative citizens serving without pay, for the purpose of studying the problems of discrimination, conducting a comprehensive public education program, and promoting better human relations.

Handling Alleged Discrimination

With regard to the handling of actual situations involving alleged discrimination, it will be the duty of the Commission to receive complaints, investigate them, and seek to adjust them; and to hold hearings, issue orders appropriate to correct proven discriminatory practices, and seek enforcement of these orders through the courts.



Other Duties  
of Commission

Other duties of the Commission are:

To utilize the services of other governmental departments and enlist the cooperation of

private agencies.

To adopt suitable regulations to carry out the provisions of the Proposed Act.

To render annually to the Governor and to the legislature a written report of its activities and recommendations.

PROCEDURE OF THE COMMISSION

Receiving and  
Investigating  
Complaints

Pursuant to its power under the proposed Act to "receive, investigate, pass upon complaints" the Commission may receive and investigate complaints from an individual claiming to be aggrieved by an unlawful practice, or his attorney, or the Attorney General, or any employer, or any agency concerned with human relations.

Conference,  
Conciliation and  
Persuasion

If it is found that probable cause exists for crediting the allegations the Commissioner will immediately endeavor to eliminate the unlawful practice complained of by conference, concil-

iation, and persuasion.

Public Hearings,  
and Orders to  
Cease and Desist

In the event conciliation fails, a hearing will be held. If the Commission finds upon all the evidence at the hearing that an unlawful practice has been engaged in, it will issue

an order appropriate to correcting the forbidden practice.

Court Enforcement  
and Review

If an order of the Commission is violated, it may seek enforcement of the order through the courts of California. Every final order and

decision of the Commission is subject to review in accordance with law.

PENALTIES

There is no penalty under the proposed Act for engaging in the practices of employment discrimination because of race, religion, color, national origin or ancestry, outlawed by the Act. The Act simply provides processes for adjusting complaints and correcting the discrimination. However, a court -- and only a court -- may, after review of a case, impose a penalty of fine or imprisonment for violation of a Commission order to correct such a discriminatory practice.



RIS-THERMADOR CORPORATION  
LOS ANGELES 58, CALIFORNIA

FORM G-39 3M 11-55 MPS

# SIGNAL OIL AND GAS COMPANY

## APPLICATION FOR EMPLOYMENT—G39

Position Applied For \_\_\_\_\_ Date \_\_\_\_\_ 19\_\_

First Name \_\_\_\_\_ Middle Name \_\_\_\_\_ Last Name \_\_\_\_\_ Social Security No. \_\_\_\_\_

City \_\_\_\_\_ Telephone No. \_\_\_\_\_ (NEAREST PHONE)

Age \_\_\_\_\_ Weight \_\_\_\_\_

Height: Ft. \_\_\_\_\_ In. \_\_\_\_\_

Widowed ☐ Divorced ☐

State of Cal. \_\_\_\_\_

Descent \_\_\_\_\_

Father's Birthplace \_\_\_\_\_

Mother's Birthplace \_\_\_\_\_

Date of Birth \_\_\_\_\_

UNIVERSITY OF SOUTHERN CALIFORNIA

NAME \_\_\_\_\_ ADDRESS \_\_\_\_\_

MARITAL STATUS \_\_\_\_\_

CITIZEN \_\_\_\_\_

WEIGHT \_\_\_\_\_

VETERAN? \_\_\_\_\_

AUTO? \_\_\_\_\_

TYPING SPEED \_\_\_\_\_

OFFICE MACHINES OPERATED \_\_\_\_\_

TIME AVAILABLE FOR WORK (CHECK ONE OR MORE)

MORNING \_\_\_\_\_ AFTERNOON \_\_\_\_\_ NIGHT \_\_\_\_\_

POLITICAL PARTY \_\_\_\_\_

RAKE OR RATE \_\_\_\_\_

DRIVERS LICENSE? \_\_\_\_\_

CONFESSION \_\_\_\_\_

PHYSICAL DEFECTS \_\_\_\_\_

OWN A TYPEWRITER? \_\_\_\_\_

DICTATION SPEED \_\_\_\_\_

ORGANIZATIONS & OFFICES HELD \_\_\_\_\_

1ST CHOICE \_\_\_\_\_

2ND CHOICE \_\_\_\_\_

3RD CHOICE \_\_\_\_\_

4TH CHOICE \_\_\_\_\_

Religion \_\_\_\_\_

Protestant \_\_\_\_\_ Catholic \_\_\_\_\_ Hebrew \_\_\_\_\_ Other \_\_\_\_\_

FIRM BUILDERS AGENCY  
416 West Eighth St. Los Angeles, Calif.

Are you a citizen of the United States? \_\_\_\_\_ Native? \_\_\_\_\_ Naturalized? \_\_\_\_\_

Date of birth: Month \_\_\_\_\_ Day \_\_\_\_\_ Country \_\_\_\_\_

Place of birth: City or Town \_\_\_\_\_ County \_\_\_\_\_

Sex: Male \_\_\_\_\_ Female \_\_\_\_\_

Height: Ft. \_\_\_\_\_ In. \_\_\_\_\_

Marital Status: Single \_\_\_\_\_ Married \_\_\_\_\_

How many children? \_\_\_\_\_

ANCESTRY (English, French, Irish, Hebrew, etc.) \_\_\_\_\_

Color of Hair \_\_\_\_\_ Color of Eyes \_\_\_\_\_

APPLICATION FOR EMPLOYMENT

BEVERLY HILLS NATIONAL BANK & TRUST CO.

COMMERCIAL TRUST

9600 Santa Monica Blvd., Beverly Hills, California

Are you a citizen? \_\_\_\_\_ If naturalized, give date and place \_\_\_\_\_

What is your ancestry? \_\_\_\_\_ English, Scotch, Irish, German, French, Italian, etc.)

MARRIED \_\_\_\_\_ WIDOWED \_\_\_\_\_

THE SUPERIOR OIL COMPANY

APPLICATION FOR EMPLOYMENT

ANSWER ALL QUESTIONS COMPLETELY

ADDITIONAL INFORMATION MAY BE SUBMITTED BY \_\_\_\_\_

(COMPLETE IN YOUR OWN HANDWRITING)

UNITED

707 SOUTH H \_\_\_\_\_

REferred BY \_\_\_\_\_

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

PLEASE PRINT CAREFULLY OR TYPE—USE INK

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Middle \_\_\_\_\_ Address \_\_\_\_\_

Sex \_\_\_\_\_ Age \_\_\_\_\_ Citizenship \_\_\_\_\_ Descent \_\_\_\_\_ Religion \_\_\_\_\_ Height \_\_\_\_\_ Weight \_\_\_\_\_ Color Hair \_\_\_\_\_ Color Eyes \_\_\_\_\_ Single \_\_\_\_\_ Widowed \_\_\_\_\_ Married \_\_\_\_\_ Inverred \_\_\_\_\_ Separated \_\_\_\_\_

Sunkist

Code \_\_\_\_\_

1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_

GIVE TELEPHONE NUMBER

Where a message will always be delivered to you promptly

Business Phone \_\_\_\_\_

Residence Phone \_\_\_\_\_

Any Other \_\_\_\_\_

Name \_\_\_\_\_

Age \_\_\_\_\_

Single \_\_\_\_\_ Married \_\_\_\_\_ Widower \_\_\_\_\_ Divorced \_\_\_\_\_

Nationality \_\_\_\_\_

Address \_\_\_\_\_

Religion \_\_\_\_\_

Number Children \_\_\_\_\_

WILLIAM B. HILL

A. P. GIANINNI BUILDING

APPLICATION F \_\_\_\_\_

Are you a citizen of the United States? \_\_\_\_\_ Native? \_\_\_\_\_ Naturalized? \_\_\_\_\_

Date of birth: Month \_\_\_\_\_ Day \_\_\_\_\_ Country \_\_\_\_\_

Place of birth: City or Town \_\_\_\_\_ County \_\_\_\_\_

Sex: Male \_\_\_\_\_ Female \_\_\_\_\_

Height: Ft. \_\_\_\_\_ In. \_\_\_\_\_

Marital Status: Single \_\_\_\_\_ Married \_\_\_\_\_

How many children? \_\_\_\_\_

ANCESTRY (English, French, Irish, Hebrew, etc.) \_\_\_\_\_

Color of Hair \_\_\_\_\_ Color of Eyes \_\_\_\_\_

L. A. MEDICAL BUREAU

AGENCY

C. C. CHAPMAN BUILDING • 756 SOUTH BROADWAY

LOS ANGELES 14, CALIFORNIA

Telephone TRinity 3618

This application is for Nurses, Laboratory Technicians, X-ray Technicians, Physiotherapists, Secretaries, Receptionists and all Personnel except Physicians and Dentists.

Social Security No. \_\_\_\_\_

POSITION DESIRED

Nurse \_\_\_\_\_ X-ray Technician \_\_\_\_\_ Laboratory Technician \_\_\_\_\_ Physiotherapist \_\_\_\_\_ Hospital Orderly \_\_\_\_\_ Ambulance \_\_\_\_\_

Driver \_\_\_\_\_ Chemist \_\_\_\_\_ Dental Assistant \_\_\_\_\_ Dietitian \_\_\_\_\_ First Aid \_\_\_\_\_ Encephalography \_\_\_\_\_ E.K.G. \_\_\_\_\_ B.M.R. \_\_\_\_\_

Type \_\_\_\_\_ Shorthand \_\_\_\_\_ Bookkeeper \_\_\_\_\_ Receptionist \_\_\_\_\_ PBX \_\_\_\_\_ Med. Detail \_\_\_\_\_ Other \_\_\_\_\_

Speed \_\_\_\_\_ Speed \_\_\_\_\_

NAME \_\_\_\_\_

Present Address \_\_\_\_\_

Permanent Address \_\_\_\_\_

Age \_\_\_\_\_ Sex \_\_\_\_\_ Height \_\_\_\_\_ Weight \_\_\_\_\_

Lineage \_\_\_\_\_

Scotch, Irish, English, etc.) \_\_\_\_\_

Societies \_\_\_\_\_

Other \_\_\_\_\_

Dependents \_\_\_\_\_

Religion \_\_\_\_\_

If Protestant what denomination \_\_\_\_\_

Single \_\_\_\_\_ Married \_\_\_\_\_

Children \_\_\_\_\_

DUNNE & DUNNE AI

520 West Seventh St. • Phone \_\_\_\_\_

LOS ANGELES 14, CALIF

NAME—PLEASE PRINT CAREFULLY OR TYPE IN INK

AGE \_\_\_\_\_ CITIZENSHIP \_\_\_\_\_ RELIGION \_\_\_\_\_ HEIGHT \_\_\_\_\_ WEIGHT \_\_\_\_\_ SINGLE \_\_\_\_\_ DIVORCED \_\_\_\_\_ MARRIED \_\_\_\_\_ DEP \_\_\_\_\_

Yrs. High School \_\_\_\_\_ Yrs. in University \_\_\_\_\_ BUSINESS COLLEGE—GIVE NAME AND LOCATION \_\_\_\_\_

IF NOW EMPLOYED, GIVE NAME AND ADDRESS OF EMPLOYER \_\_\_\_\_

WHY DO YOU WISH \_\_\_\_\_



## WHY

Copied from originals in The Bancroft Library for reference use only.  
Copies may not be deposited in other libraries without the express permission. Please return all copies to The Bancroft Library, upon completion of your research. Permission to reproduce in part must be obtained in writing from Access Services, The Bancroft Library, University of California, Berkeley, California, 94720.

### FAIR EMPLOYMENT PRACTICES LEGISLATION

IS NEEDED NOW

#### The Promise of California

California is alive with growth and dynamic change --bustling economic expansion, steady social improvement, thriving civic activity, vital cultural ferment. It holds forth the promise of a better life to its eleven million people and the teeming thousands pouring in each month from all across America.

#### Millions In Minority Groups Seek to Contribute

Among its residents are the millions of persons in racial, religious, and ethnic minority groups striving to make their contribution to its growth: 462,000 Negroes, 65,000 Japanese-Americans, 58,000 Chinese-Americans, 800,000 Mexican-Americans, 965,000 foreign-born, 2,135,000 Catholics, 400,000 Jews.

But many hundreds of thousands of these are frustrated in their aspirations, deprived of their inalienable rights to full enjoyment of democracy, equal opportunity, and the pursuit of happiness. They are the victims of discrimination in employment.

### DISCRIMINATION UNDERMINES DEMOCRACY

Discrimination is an economic drag on the State and America.  
Discrimination endangers the fight against Communist totalitarianism.  
Discrimination is unjust, immoral, undemocratic and un-American.  
Discrimination increases strife, tension, and prejudice.  
Discrimination injures the lives of many Americans.

#### Discrimination Injures Many Americans

Like all other Americans, each minority group individual seeks to be judged on his individual merit. When barred from the opportunity to qualify for employment or advancement solely because of race, color, religion or ancestry, he is not being considered on the basis of his individual worth. Discrimination robs the individual of the chance to develop his talents, advance according to his own ability, choose his life's occupation on the basis of his own preference, and increase his income in accordance with his own merit and energy. This inflicts upon each individual a depressed standard of living, psychological frustration, and stunting of his aspirations.



Economic Growth  
Hindered By  
Discrimination

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Emission to reproduce in full or  
in part must be obtained in writing from the Director of the  
Bancroft Library, 400 University of California, Berkeley, CA 94720

The economic cost to the American economy of discrimination in employment amounts to thirty billion dollars a year, according to the studies of Elmo Roper. This is due to the loss of the productive capacity and skills of those who are deprived by discrimination of the opportunity to make their full contribution to society. It also stems from the loss of the vast potential market that would result if the income of minority group persons were not held down by discrimination.

Anti-Communist  
Fight Is Undermined  
By Discrimination

In a world whose population is two-thirds non-white, our preaching of democracy is carefully weighed against our practices. Everywhere the acute awareness of the existence of discrimination in the U.S. handicaps the struggle against Communist totalitarianism. The Communists gleefully seize upon it as grist for their world-wide propaganda. To achieve effective leadership in the fight against Communism, America must demonstrate that democracy works for everyone.

Discrimination  
Is Undemocratic  
and Immoral

Discrimination is contrary to American concepts of democracy--and it is a denial of the essential dignity of the human person. Spiritual leaders of the nation have spoken out against it and advocated fair employment practices legislation.

Spokesmen for the Federal Council of the Churches of Christ in America: "...the economic front cannot be divorced from the moral and spiritual principles which underlie human relationships.....right to work...is a divine right...We believe that government should take such necessary legislative and administrative action as will protect the right to work from any such discrimination."

The Synagogue Council of America supports FEPC and has denounced discrimination as "immoral and against all religious principle."

The National Catholic Welfare Conference, the official body of the Roman Catholic Church appointed by the Bishops of the United States: "Christian moral teaching requires every employer to maintain and enforce non-discriminatory policies...In addition, it requires each employer not only to cease opposition to the enactment of Federal and state FEPC laws, but to use his influence in his association and with his fellow employers to secure the passage and assist in the enforcement of such statutes."

Strife and Prejudice  
Are Increased  
By Discrimination

Discrimination creates an artificial barrier of separation and isolation between people--it prevents people of all groups from working together and getting to know one another. Discrimination produces separation; separation fosters ignorance; and ignorance breeds distrust and prejudice.

Just as separation breeds prejudice, association promotes understanding. Given the opportunity to work together, people of all racial, religious, and ethnic groups quickly learn to associate harmoniously. Experience has demonstrated that where an integrated democratic employment policy is followed, where workers of all groups mingle in shop, office and union -- there tranquility and understanding prevails.



"VOLUNTARY PLANS" DON'T WORK

So-called voluntary plans to end employment discrimination have been found in practice totally inadequate when not backed by the sanction of enforceable law.

Best example of this is the Cleveland experience. There the Chamber of Commerce conducted a spirited educational campaign, provided a special office and staff, financed the project by spending \$31,500, enlisted the cooperation of all community groups, received the donated services of an advertising agency, and employed all the mass media -- radio spots, pamphlets, ads, stickers, etc. Yet after 14 months this "voluntary plan" was pronounced a failure, and the Chamber joined with other groups to support a city FEP ordinance, which was promptly passed.

Copied from originals in The Bancroft Library for reference use only.  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720



## TRUCK DRIVERS

White. Must have recent local  
freight delivery exper. past 2  
years. Steady. Good pay.  
WILLIAMS TRANSPORTATION CO  
1600 E. 10TH ST.

GEN. OFC.-TYPIST-SWITCHBD.  
for inv. firm, dntwn. Wilshire area.  
25 to 45. State exp., educ., typing  
speed, age, religion, sal. expect.  
Temporary or perm. Box  
experience  
BR-22345.

COOK, white. Drive-In  
required. WEBB'S.

## ELEVATOR OPERATORS

WHITE lic. Under 35. Size 10-12  
5 day week. WILSHIRE PROFES  
SIONAL BLDG. 3875 Wilshire.

GIRL, under 25, white. Light shop  
work & errands. 40 hours. Steady.  
Rm. 507. 220 W. 5th St.

GIRLS, YOUNG, WHITE  
BILLFOLD MFG. CLEAN WORK.  
2143 S. LOS ANGELES ST.

## GUARDS-INDUSTRIAL

White, 30 to 55. Full or part time.  
Uniform furnished. Record must be  
clear. Transportation & telephone  
necessary. Apply 417 S. Hill Rm. 708.

EMPLOYMENT OPPORTUNITIES.  
GIRL, white, 18-25. Must drive. Lite  
wk. at resort hotel. WE-58444.

GIRL, under 25, white. Light shop  
work & errands. 40 hours. Steady.  
Rm. 507. 220 W. 5th St.

SHIPPING DEPT.-YOUNG MAN  
White, experienced preferred but  
not necessary. Overtime available.  
2143 S. Los Angeles St.

## Representatives (3)

CAREER POSITION  
Established Gentile firm. Prefer age  
25-50. Good appearance, references  
and car required. Ample qualified  
prospects. Apply 10:30 to 3 p.m.--  
ROOM 12A 1110 WILSHIRE BL.

GIRL 18-21. WHITE. Able to type.  
to train for office work in printing  
plant on West Side. Perm. Pleasant  
surroundings. \$50 wk. start with  
chance for quick advancement.  
Phone for appt. TE-04945. VE-92037.

POLISHERS, white. Aluminum ex-  
trusion exper. for hite shift. Inex-  
perienced need not apply. Mr. Kin-  
dred, 1923 S. Los Angeles St.

## Warehouse Trainee

Young man, Negro, good ref. 2  
years college or graduate. Good  
beginner salary. Steady employ-  
ment. Opportunity for advancement.  
Apply in person. See Mr. Sol Katz,  
Warehouse 441.

STOCK Boys, yng., white. 225  
Aid Agency, 756 So. Bwy. Rm. 810.

★ AUTO Tow Man, nights, white.  
Hours 12-8 a.m. Ref. required. Mr.  
Sanford. TR-7248

GIRL. Neat appearance, white. Part-  
time day work, dntwn. Perm. No  
exper. necessary. Service ofc. equip.  
\$1.10 hr. to start. MI-2081

NURSES, wht. Reg., grad. & u/grad.  
7-3. 5 da., gen. duty. DU-73143.

## Service Station Attendants

White. No exp. required. Full or part  
time. Apply in person.  
8567 WILSHIRE BLVD.

Help Wanted Ads From a Major  
L.A. Metropolitan Newspaper, Sept. 1955



**DISCRIMINATION**  
**IS WIDESPREAD**  
**IN CALIFORNIA**

Discrimination  
Affects All  
Areas and Industries

Discrimination in employment on the basis of race, religion, color, ancestry or national origin is widespread in California. Discriminatory employment patterns exist in all areas of the state, involving every type of business and industry as well as agencies of government, affecting every trade and profession, and reaching into occupations at every level -- skilled, semi-skilled, and unskilled.

Discrimination  
Evident in  
Daily Experience

So common is employment discrimination in every California community, so evident even to the casual observer, so much a matter of every-day experience, that it has not been deemed essential to conduct a comprehensive scientific survey of all business in the state, particularly in view of the prohibitive financial cost and other obstacles to such a survey.

Some Discrimination  
Has "Gone"  
Underground"

However, because of the pressure of public opinion and the application of various local, state, and federal regulations, much of the existing discrimination has "gone underground." It is not freely admitted publicly by those responsible, and is frequently concealed by a host of deceptive devices. For that reason some typical examples of discrimination are given here.

SURVEY OF DISCRIMINATORY JOB ORDERS  
received by  
CALIFORNIA STATE EMPLOYMENT SERVICE

Study of  
5,500 Job Openings  
In 2 Weeks

To determine accurately the extent of hiring discrimination, the CSES conducted a study of the job orders received by its offices in Metropolitan Los Angeles (including also Hollywood, Inglewood, East Los Angeles, and Huntington Park) for the two-week period of January 8-22, 1951. All incoming job orders were reviewed, resulting in a sample of slightly more than 3,600 orders including some 5,500 individual job openings.

The study revealed that 67.5% of all job orders were discriminatory.

All Occupations  
Involved

That discrimination is practiced in all occupations is indicated in the following break-down of job orders (the figures at the right give the percentage of job orders that were discriminatory in each case:)



| <u>DEGREE OF DISCRIMINATION BY OCCUPATION</u> |  |
|---|--|
| <u>Occupational Group</u>                     | <u>Percentage of Jobs Discriminatory</u> |
| Unskilled and Trainees                        | 62.0                                     |
| Semi-Skilled                                  | 63.2                                     |
| Skilled                                       | 59.2                                     |
| Personal Services                             | 71.8                                     |
| Other Services                                | 56.7                                     |
| Sales   | 87.3                                     |
| Clerical                                      | 76.9                                     |
| Professional and Managerial                   | 33.3                                     |

All Industries  
Practice  
Discrimination

Although the degree of discrimination varies from industry to industry, the following table, giving an analysis of the CSES job orders by industrial groups, demonstrates that discrimination is substantial in all industries entering job orders.

DEGREE OF DISCRIMINATION BY INDUSTRIAL GROUPS

| <u>Industry</u>            | <u>Total Number Openings Reviewed</u> | <u>Percent Discriminatory</u> |
|----------------------------|---------------------------------------|-------------------------------|
| Construction               | 109                                   | 34                            |
| Food                       | 153                                   | 57                            |
| Tex. & Apparel             | 165                                   | 61                            |
| Lumber                     | 32                                    | 84                            |
| Furn. & Fix.               | 107                                   | 50                            |
| Paper                      | 75                                    | 83                            |
| Print. & Pub.              | 67                                    | 78                            |
| Chemicals                  | 154                                   | 83                            |
| Pet. Products              | 15                                    | 87                            |
| Rubber                     | 60                                    | 78                            |
| Leather                    | 16                                    | 50                            |
| Stone, Clay, Glass         | 44                                    | 48                            |
| Prim. Metals               | 187                                   | 58                            |
| Fab. Met. Prod.            | 334                                   | 71                            |
| Mach. (N.E.)               | 303                                   | 69                            |
| Mach. (E)                  | 115                                   | 63                            |
| Trans. Equip.              | 369                                   | 55                            |
| Instr.                     | 35                                    | 74                            |
| Misc.. Mfg.                | 140                                   | 79                            |
| Trans., Comm. & Pub. Util. | 117                                   | 72                            |
| Wholes. Trade              | 506                                   | 85                            |
| Ret. Trade                 | 557                                   | 87                            |
| Eat. & Drink               | 417                                   | 90                            |
| Filling Sta.               | 92                                    | 85                            |
| Fin., Ins. & R.E.          | 101                                   | 91                            |
| Hotels                     | 104                                   | 78                            |
| Pers. Serv.                | 148                                   | 45                            |
| Bus. Serv.                 | 117                                   | 83                            |
| Repair Serv.               | 134                                   | 49                            |
| Amusement & M.P.           | 27                                    | 89                            |
| Med. Serv.                 | 77                                    | 68                            |

continued on next page



DISCRIMINATION BY INDUSTRIES (continued from last page)

| <u>Industry</u> | <u>Total Number<br/>Openings Reviewed</u> | <u>Percent<br/>Discriminatory</u> |
|-----------------|---|-----------------------------------|
| Ed. Inst.       | 16  | 19                                |
| Priv. Household | 227                                       | 37                                |
| Govt.           | 314                                       | 06                                |
| Other Inds.     | 101                                       | 83                                |
| Total           | 5,535                                     | 67.5                              |

Conditions  
Under  
New Rules

Under regulations adopted since the time of this study, the CSES is required not to process discriminatory job orders. In order to use CSES facilities an employer must receive all applicants referred by the CSES. It is, however, not possible to determine from CSES figures, how many of the referred applicants are actually considered and placed by the employers without regard to race, color, religion, ancestry or national origin, and how many are summarily rejected. (Now, as in the past, the bulk of the hiring by private employers in the Los Angeles area is done outside of CSES).

EXPERIENCE WITH PARTICULAR EMPLOYERS AND INDUSTRIES

"Common Sense"  
Surveys of  
Discrimination

Reputable private agencies have, in the course of their normal activities, conducted "common sense" surveys of the hiring practices of particular employers or industries. Information for such surveys is gathered by on-the-spot observation of personnel, reports on the results of placement referrals, meticulous investigation of documented complaints of discrimination, interviews with employers, private employment agencies and others, compilation of a record of discriminatory job advertisements, and application forms, and by other means.

While absolute statistical accuracy is not guaranteed in all cases, these "common sense" surveys do correctly and clearly reflect the employment pattern in the companies studied.\*

---

\* Note: The names of businesses described on the following page will be supplied upon request.



Instances of employment discrimination reported in these surveys include, for example (excerpts from a report prepared by the Los Angeles URBAN LEAGUE, Dept. of Research and Public Information):

Petroleum Industry. Negroes are employed primarily in a custodial capacity in the seven major petroleum companies operating in California. None of the seven employ Negroes in any white collar jobs, or in transportation or skilled shop jobs. Four of the seven employ a token number of Negroes in unskilled or semi-skilled jobs.

Breweries. There are no Negroes employed in production or truck driving in the four major brewing companies in Los Angeles. Only one company employs Negro clerical workers.

Automobile Clubs. Of the 3000 employees of a large automobile club, no Negroes are employed above the maintenance and cafeteria levels. (This policy was blamed on the "Southern influence" among its employees.) Another major auto club follows a similar policy.

Rubber. No Negroes are employed in any office capacity in the six major rubber plants in the Los Angeles area.

Confectionery. Production and customer-contact jobs are denied Negro women in the confectionery industry.

Insurance Companies. With but two exceptions, the sixteen major insurance companies studied in the Los Angeles area employ Negroes only on custodial jobs.

Title Insurance companies. Only two of the major title companies in Los Angeles employ Negroes in any capacity. One title company employs only two such persons.

Department Stores. Of the major department stores checked, four deny Negroes employment in customer-contact jobs.

Telegraph Service. The Los Angeles offices of the established telegraphic communication service refused to hire Negro operators -- even those with verified records of satisfactory employment in branches of the same company in other states.

Group Medical Plan. A major group medical plan refuses to consider Negro job applicants for openings above the custodial level.

#### SURVEY OF PRIVATE EMPLOYMENT AGENCIES

After conducting an intensive survey of private employment agencies at the end of 1954, the Pacific Southwest Regional Office of the Anti-Defamation League of B'nai B'rith issued the following summary of its findings:



The majority of private employment agencies in Los Angeles  
continue to abet discrimination against minority group members  
on grounds of race, religion or national origin.

Employment Agencies  
Inquire About Religion,  
Ancestry, Race

"This conclusion was based on a content  
analysis of the application forms of 87  
private employment agencies - 75% of the  
total - operating in the metropolitan area,

and is one of a series of on-going studies concerned with various  
aspects of discrimination in the hiring process. The analysis  
reveals that 75% of the agencies inquire into an applicant's  
religion, 36% ask his descent or ancestry, 33% ask nationality,  
and 17% call for race or color."

Coding Techniques  
Used To Hide  
Discrimination

Subsequent investigation of the practices of  
private employment agencies made by the Anti-  
Defamation League during 1956 reveals the  
following examples of discriminatory specifi-

cations for clerical workers on job orders placed with such agencies:

(1) The use of the letter "G" to designate the job applicant as  
being "gentile". (2) The use of a numerical coding system in which  
each of the racial and religious minorities are designated by a  
different code number. This technique makes the job order appear  
at first glance to be devoid of discriminatory specifications.  
However, such cards will bear notations as: "no 53's", "no 99's",  
or "no 53's ... may open up soon." (53 is the code number for  
Jews, and 99 is the code number for Negroes. Other numbers are  
used for Orientals, Mexican-Americans, etc.)

Major Companies  
Place Discriminatory  
Job Orders

Preliminary results indicate that ninety-four  
major firms in Southern California placed  
discriminatory job orders with the employment  
agencies. Among these business organizations

are some of the largest industrial enterprises in this country.  
The list of 94 firms includes:

Twenty-four insurance companies

Nineteen manufacturing firms

Eight banking institutions

Five finance institutions

Four food processors

Three research laboratories

Two oil companies, and

Twenty-nine firms of various kinds such as real estate,  
transportation, a major public utility, a legal  
firm, etc.



Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from the University of California  
Bancroft Library, University of California, Berkeley, California 94720

Discriminatory Orders Placed With Several Agencies Some of the firms reported on had placed discriminatory job orders with more than one private employment agency! And, ten other firms, which are national institutions,

are known to have placed similar discriminatory job orders with private employment agencies in a mid-west city where they are located! Finally, one national manufacturer of soap products had the unique distinction of having placed discriminatory job orders with the Los Angeles agencies and with the agencies in the aforementioned mid-west city!

Included in the list of ninety-four firms reported on are:

- A national manufacturer of aluminum products
- A major soft drink bottling firm
- Two major national chemical manufacturers
- The insurance division of a major automobile manufacturer
- A national cement manufacturer
- A major manufacturer of soap products
- A major oil company
- A national rubber manufacturing firm
- A large furniture manufacturer in Southern California
- A national electric products manufacturer
- A major public utility in Southern California

#### JOB APPLICANTS FROM MINORITY GROUPS

##### Qualified Minority Group Workers Are Available

Qualified and tested workers from various minority groups are available in large numbers to apply for openings in every occupation (and in some of which manpower shortages exist) --

they only need the opportunity to be considered along with other job applicants on the basis of merit.

The long lists of trained and tested job applicants in the files of reputable agencies concerned with placement, such as the Urban League in San Francisco and Los Angeles, attest to the availability of qualified minority persons for all jobs. This is further demonstrated by the fact that, where an employer follows genuine democratic practices in hiring and all conditions of employment throughout his business, minority group workers are to be found in all departments.



Fortune

July 1952

In eleven states and twenty-two cities, embracing 60 million people, business now is operating under some kind of FEPC law. Here, a report on the effects of antidiscrimination policies on management and Negro labor, by a specialist in the field.

## Negro Employment: A Progress Report

Reprinted from

Look

October 21, 1952

The question is no longer "whether" there should be FEPC, but "when, where, how"

# FEPC

To "Is it a good idea?" the answer is: "Yes—if you follow the Declaration of Independence on 'created equal' with 'inalienable right' to 'the pursuit of happiness.'"

To "Does it work?": "Yes. Where seriously tried and cannily administered, it does much directly, more indirectly, to open to qualified persons jobs that tradition formerly denied them."

In the crisp words of a shrewd conservative observer in Hartford: "It's inconceivable FEPC could ever be repealed."

Among them, the ten FEPC's listed here have resorted to public hearings only five times and to court only four times in over 5000 complaints filed

BUSINESS WEEK

FEB. 25, 1950

Briefly, the answers boil down to this:

Employers agree that FEPC laws haven't caused near the fuss that opponents predicted. Disgruntled job-seekers haven't swamped commissions with complaints. Personal friction hasn't been at all serious. Some employers still think there's no need for a law. But even those who opposed an FEPC aren't actively hostile now.

Commissions say that the laws have created no new problems for either a business or a community. They haven't interfered with any employer's basic right to choose the most competent man for a job, the commissions say. And the unanimous view is that minority groups are finding openings in places barred to them before.

**Prudential Insurance Co.**—The company has its home offices in Newark, where it employs a large white-collar work force. It feels that the job-bias ban has neither helped nor hurt—nor has it interfered with management's hiring prerogatives. Prudential has run into no opposition from employees to an anti-bias policy, and has had no discipline and grievance problems

**Allen Mfg. Co.**—This Hartford (Conn.) metalworking company has had no difficulties, is "much impressed" with the Connecticut law.

**Bridgeport (Conn.) Brass Co.**—In Connecticut, none of the "disastrous results anticipated by FEPC opponents . . . have come to pass—such as mass walkouts of employees forced to work with minority groups, loss of patronage by mercantile establishments, etc." Instead, the law is getting "voluntary acceptance . . . by the vast majority of employers, employment agencies, and unions."

## Does State FEPC Hamper You?

No, say employers in states where job-bias bans are in effect



STATES WITH ENFORCEABLE FAIR EMPLOYMENT PRACTICES

New York

New Jersey

Connecticut

Massachusetts

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California 94720

Rhode Island

Washington

Oregon

New Mexico

Minnesota

STATES WITH FAIR EMPLOYMENT PRACTICES LAWS WITHOUT FULL ENFORCEMENT POWERS

Colorado

Indiana

Wisconsin

Kansas



1957 ?  
March 1957

SUBJECT: STATEMENT BY C. L. DELLUMS

CHAIRMAN, CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

WEST COAST REGIONAL CHAIRMAN, N.A.A.C.P.

INTERNATIONAL VICE-PRESIDENT, BROTHERHOOD SLEEPING CAR PORTERS

TO THE CALIFORNIA STATE SENATE COMMITTEE ON LABOR:

Mr. Chairman and Members of the Committee;

I speak to you as one who has had nearly forty years experience in the Field of Civil Rights and Human Relations. I speak as one of the founders of the movement for Fair Employment Practices, more than sixteen years ago;

I speak as one who had to council with parents and teachers on what kind of career he wanted, versus what would American discrimination permit;

I speak as one who makes at least two trips each year all the way across the country and who visited most of the states which now have fair Employment Practices laws before they had them and now visit them while they are in effect. I know they work and they help.

We have worlds of documentation to prove that discrimination in employment is wide spread throughout California. We were prepared to prove that here in California thousands of Americans, among them, Catholics, Jews, Spanish Americans, Orientals and Negroes are discriminated against in employment. But, after some sixteen years, we have made sufficient progress that there is no need to burden you with our documentation. In F.E.P. hearings in Los Angeles, San Francisco, and before the Assembly Committee on Governmental Efficiency and Economy, the Employ Representatives, after all these years admitted that there is much discrimination in employment and they now only disagree with us on how to eradicate it. They plead now that there is no need for legislation and that they will be able to persuade the employers to stop discriminating. They have now placed themselves in the position of the guy who murdered his parents and then went into court and pleaded for mercy on the grounds that he was an orphan. If the employers and the labor



unions have not been able to persuade one another to stop discriminating after all these years, why should anyone believe them now. This legislation is not new, it has been presented in the last several sessions of the Legislature and all of these people concerned knew that it would be presented again. Therefore, they have had ample time to persuade one another to stop discriminating. I have been in the labor movement now for more than thirty years and during all of that time, we haven't been able to persuade the labor unions to stop discriminating, therefore, legislation is most definitely needed.

I am quite well aware of how the Communists have used and are using racial and religious discrimination against our country, but in all these years I have never pleaded for equality and fair play because of what discrimination was doing to us abroad. I have always felt that our democracy is worth protecting and perfecting on it's merit. We have felt that discrimination should be eliminated because it is wrong, it is unchristian, and it is down-right evil. But how can we afford to ignore the warning of the Vice-President of the United States, who just recently, on returning from Africa, reported to the President and urged that this discrimination be stopped. The Vice-President pointed out that we cannot talk equality to the peoples of Asia and Africa while we practice inequality in the United States. There is no question but that the existence of discrimination against minority groups in the United States is a handicap in our relations with other countries. How can any American close his eyes to this?

The moral significance of Americans discriminating amongst themselves on any lines other than individual merit is basic. No man has the right to deny another of his rights as a human being. To make such a denial on the basis of race, creed, color or national origin does not ease the gravity of the situation. It is wrong, there is no other way to look at it. Attempts at justification are hollow. Not much better than such attempts, is lip service, that is followed by little or no action. The one who is out spokenly anti-Negro and acts along these lines is at least sincere, although wrong. The hypocrite is weak, but he causes less harm.



The F.E.P.C. has become not only a symbol of human dignity but a national reminder about democracy that we are always forgetting. It reminds us that every man has the right to a job that he can do. It reminds us also that no other man has the right to keep him from his job because of race, creed, color or national origin. It reminds us that in America there are no priorities, we stand in line for the right to work. It sends a lot of elbowing people back in line where they belong to take their turn as do others. **It announces to the greedy and stubborn bargainers who would trade democracy for racial power that our way of life is not for sale, either in the State Legislature or elsewhere.** And it is a good reminder. We can't do without it. For the louder men scream against it the more apparent we need it. It is the folks who break democracy's rules who don't want democracy's policing. These men are the very people from whom Fair Employment Practices safeguards the whole nation. We believe that human beings have certain inalienable rights—that is, rights which be given or taken away, and that among these is the right to life, liberty and the pursuit of happiness. Pursuit of happiness without the right to work, you may still have the right to pursuit of happiness but your ability to over take it is certainly handicapped. The right to work is the right to live.

We have the unfinished task of democracy in industry. The reason the Fair Employment Practices Bill is so important, is because there is a basic respect for law in our culture. The cultural facts give law a significant role in the educating and the converting of the individual and the group. That in essence is why an F.E.P. law is so important. When we have such a law, however much some will dislike it, millions will feel a compulsion to obey. Law has a compulsive quality. Wherever we stand, all of us, we want the law on our side.

The moral fibre of society grows gradually. A law such as the F.E.P. law creates an atmosphere. It has a moral effect. It creates the conditions under which people are ashamed to act in an uncivilized manner.

I thank you.



Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from The Bancroft Library, University  
of California, Berkeley, California, 94720

FEP LAWS  
HAVE BEEN TESTED  
IN OTHER STATES  
AND CITIES

Fifteen States  
Thirty-Six Cities  
Have FEP Laws

The Fair Employment Practice Commission measures proposed in California are modeled on the laws now in effect -- and tested by the experience of the seventy million people working peacefully under such laws in fifteen states and thirty-six cities.

Eleven States' Laws  
Have Effective  
Enforcement Powers

These laws vary in scope and enforcement powers -- the eleven states with laws having enforcement powers applicable to both private and public employment are:

|               |              |
|---------------|--------------|
| Connecticut   | New York     |
| Massachusetts | Oregon       |
| Michigan      | Pennsylvania |
| Minnesota     | Rhode Island |
| New Jersey    | Washington   |
| New Mexico    |              |

The four states having laws without enforcement powers -- or with only limited enforcement provisions -- are Colorado, Indiana, Kansas, and Wisconsin.

Successful Operation  
Of City FEP Laws  
Brings State Enactment

Among the cities with enforceable fair employment practice ordinances are: Chicago, Illinois; Gary, Indiana; Pontiac, Michigan; Minneapolis and St. Paul, Minnesota; Cleveland, Ohio; and Youngstown, Ohio; Philadelphia and Pittsburgh, Pennsylvania; and Milwaukee, Wisconsin.

It is noteworthy that successful operation of city FEP ordinances over a period of time helped to foster enactment of state laws in several states last year (Michigan, Minnesota, Pennsylvania).

People Satisfied  
With Results  
of FEP Laws

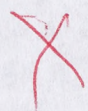
After the test of actual experience, beginning in 1945 with the New York State legislation, the people who have lived with enforceable fair employment practices laws have pronounced them a resounding success. Public opinion in these states is summarized by the succinct statement concluding the recent report of Look Magazine, "In the crisp words of a shrewd conservative observer

N.Y.



Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720

in Hartford: ' It's inconceivable FEPC could ever be repealed.'"

Time and experience have demonstrated that laws without enforcement powers are of very limited value only. 

FEP Laws  
Have Worked  
Successfully

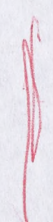
Enforceable FEP laws are working:

1. Job opportunities in an ever-widening range of occupations have been opened up for minority group persons.
2. Discrimination in hiring, advancement, and conditions of work is abating.
3. Business leaders are satisfied that the law doesn't interfere with operations.
4. Conciliation and persuasion have settled all but a few of the complaints.
5. Indirect progress has been made as a result of voluntary compliance with the law.
6. Better human relations have been promoted by the setting of good standards of conduct in employment and giving persons from various groups the opportunity to work together harmoniously.
7. Democratic employment integration has been accepted by workers and the buying public.

FEP OPENS JOB OPPORTUNITIES

A great deal of progress has been made through the machinery of the FEP laws to open up job opportunities where they were formerly closed -- through education, conciliation, enforcement. Much has also been accomplished indirectly -- because law-abiding employers comply with the law without waiting for enforcement.

✓ 5000 Complaints  
Investigated by  
State Commissions

By the beginning of 1952 state FEPCs had investigated and adjusted about 5000 complaints (of which 70 per cent involved race, 16 per cent religion, 8 per cent national origin, and 6 per cent other causes). This and other activities of the State Commissions have wrought considerable changes in employment patterns as indicated by several surveys. 

As early as 1948, for example, the Urban League found 7,734 Negroes in white-collar and professional employment in non-Negro enterprises in



twenty-five cities, practically all covered by FEPC laws.

Copied from originals in The Bancroft Library for reference use only  
Main body not to be deposited in other libraries or institutions without  
express permission. Please return all copies to the Bancroft Library.  
On completion of your research, please return the original to the  
in part must be obtained in The Bancroft Library, University of California, Berkeley, California 94720

Fortune Magazine According to Fortune Magazine, "In July, 1951,  
Reports On a New Jersey state survey of 129 firms in Hudson  
New Jersey Survey County found ninety firms, in twenty-three types  
of major business activity, that employed Negroes  
in a variety of capacities: thirty-one plants employed Negroes as  
supervisors, seventeen in white-collar jobs. Negroes constituted  
8.5 per cent of the total work force."

No recent compilation has been made of total results for all areas covered by FEPC laws. But a review of particular experiences in specific areas during 1954 highlights the progress made.

X  
NY  
New York Commission  
Handles 2469 Cases  
Through 1954

1945  
New York's Commission, first to be established, processed 2469 complaints from July 1, 1945 to December 31, 1954, affecting every employment occupation and every form of business activity.

According to the Commission's report, in 1526 of these cases verified discriminatory employment patterns were found and adjusted, and "In many such cases, although one individual complaint has been involved, employment opportunities have been opened for many thousands of our fellow citizens who have formerly been barred from employment on account of racial or religious prejudice."

NY  
Reviews 334  
Adjusted Complaints

To determine the extent of elimination of discrimination resulting from conciliation agreements in settlement of verified complaints, the New York Commission (in 1951) reviewed its files on some 334 earlier cases. "In eighty-five per cent of the cases studied... there was a definite improvement in the employment pattern as compared with the conditions which existed at the time the original complaints against these firms were filled. . . The analysis further indicated that in fifteen per cent of the cases (fifty) further improvements were necessary." Included among the 334 cases reviewed were firms in manufacturing, hotel and restaurant trade, finance, banking, insurance, real estate, transportation, printing, cosmetics, and chemicals.

City FEPC Commission  
Reports Success  
In Integration

A similar pattern of success in integrating minority group workers has been achieved by the Philadelphia Commission on Human Relations: "Many of the cases of employment discrimination investigated and adjusted in 1952 involved large firms. The adjustment reached through conference, conciliation and persuasion, produced a marked change in the employment pattern of the company involved, a change which affected the lives and livelihood of thousands of workers. In some instances minority workers were employed for the first time in the history of a company or an industry. A large appliance manufacturing concern upgraded 158 Negro workers within 90 days after negotiations were initiated. A national tobacco company hired several Negro cigar maker trainees for the first time; a railroad company upgraded Negroes to skilled jobs as machinists, car inspectors, pipe fitters and car men. The union-organized candy manufacturing industry in Philadelphia hired its first Negro who was also admitted into union membership."



Other State and City  
FEP Commissions  
Review Work

Brief excerpts from the reports of other city  
and state commissions point to parallel  
experiences:

*Oregon*  
Oregon: "The five-year period since the enactment of this law has  
seen sweeping changes in Oregon employment patterns even though  
discrimination in employment still persists in some areas."

Minneapolis: "New Fields Opened in 1953: A review of the Commission's  
experience in 1953 demonstrates the opening of some new employment  
fields to the members of various racial, religious and national  
minorities and the extension of fair employment practices to new firms  
and departments in fields which were previously opened. For example,  
opportunities for non-white workers in house-to-house selling jobs  
and as automobile mechanics in sales and service companies came to the  
Commission's attention for the first time in 1953. The Commission also  
noted an extension of employment opportunities in office and clerical  
jobs in banks, insurance companies and other financial institutions,  
as well as the extension of sales and clerical opportunities in wholesale  
and retail trade."

Youngstown: "Many qualified minority group workers have been hired and  
successfully integrated into many kinds of positions with many types  
of employers for the first time as a result of the FEP Ordinance and  
the investigations and educational activities of the FEPC."

Pittsburgh: "The changes that do come about through Commission efforts  
have ever widening effect and it is a known fact that neighboring  
places of business or related industrial concerns follow the lead  
once a precedent is broken."

EDUCATION, CONCILIATION, PERSUASION APPLIED  
BY FEP COMMISSIONS

When backed by the sanction of law, education, conciliation and per-  
suasion have been remarkably effective in eliminating discrimination  
in most instances.

Broad Education  
Program Fostered  
In FEP States

To encourage voluntary compliance, to eliminate  
prejudice, and to create a favorable "climate of  
opinion" for proper administration of the law,  
State and local Commissions have fostered a broad  
public education program in cooperation with reputable private organi-  
zations and public agencies.

Out of 5000 Complaints  
Only 4 Carried  
Into Court

Conciliation, persuasion, and conference have  
played the major role in adjustment of dis-  
crimination complaints. In the 5000 complaints  
(cited above) processed by State FEPC only 5  
cases had to be carried through public hearings to force compliance,  
and only four cases were brought into court. Only one case was  
appealed to the Supreme Court.



Customers Accept  
Democratic Employment  
Practices

Copied from originals in The Bancroft Library for reference only. May not be deposited in other libraries or collections without express permission. Please return all copies to TIBB upon completion of your research. Bancroft Library, University of California, Berkeley, California, 94720

customer resistance to Negroes and other minority groups who were hired as sales persons is non-existent. Department store heads have declared themselves satisfied with the operation of FEP laws.

Employees  
Work Together  
Harmoniously

Experience has demonstrated that minority group persons can be quickly integrated into the work force when democratic employment practices are followed. The actions of the vast majority of workers are governed by their sense of fair play and democracy and their desire to be law-abiding citizens. Hostilities harbored by a few quickly subside after a period of actual contact with minority persons. Labor unions, employers and social scientists alike, after careful study and observation, agree that association with minority group persons on the job is an important factor contributing to reducing prejudices and promoting inter-group understanding.

ORGANIZED LABOR SUPPORTS FEP

The AFL-CIO favors the passage of fair employment practices legislation at the State and local level. Where it has been adopted, their positive support has facilitated the conduct of the State Commission's programs. In the few instances where unions have been found to be discriminatory, by-laws and collective bargaining relationships have been modified to admit members on a democratic footing and assure them equal rights.

EMPLOYERS APPLAUD  
OPERATION OF FEP LAWS

Employers, many of whom opposed fair employment practices legislation before its enactment, have found its operation entirely to their satisfaction.

Employers Comment  
Favorably After  
Experience With FEP

After living with FEP laws, employers in all states, representing every type of business enterprise, have issued public statements praising the operation of the laws. Among those who have expressed satisfaction with the way the law operated are:

Electric Storage Battery (Exide)  
Gimbel Brothers  
Penn Fruit Co.  
Penn Mutual Life Insurance  
St. Regis Paper Co.  
Prudential Insurance Co.  
Elizabeth (N.J.) Iron Works

Bridgeport.(Conn.) Brass Co.  
Budd Company  
Philadelphia Transportation Co.  
H. Daroff and Sons, Inc.  
Provident Mutual Life Insurance Co.  
Henry Disston and Sons  
Pennsylvania Co. for Banking & Trust



Copied from originals in The Bancroft Library for reference use only  
Business Leaders may not be deposited in other libraries or institutions without  
Make Statements permission. Please request permission to reproduce in writing  
upon completion of your research from Access Services, The Bancroft Library  
in part must be obtained in writing from Access Services, The Bancroft Library  
Berkeley, California, 94720

Business leaders who have expressed their approval of FEP legislation include:

William L. Batt, President of S.K.F. Industries  
Harry A. Bullis, Chairman of the Board of General Mills, Inc.  
Leo M. Cherne, President of the Research Institute of America  
E. K. Files, President of Lea Fabrics, Inc.  
George Friedland, President of Food Fair Stores, Philadelphia, Pa.  
Ellsworth S. Grant, Vice-President of the Allen Manufacturing Co., Conn.  
Peter Grimm, former President of the Chamber of Commerce, New York State  
H. D. Hodgkinson, President of the Boston Retail Trade Board  
Paul G. Hoffman, President of the Studebaker Corporation  
George M. Jensen, Regional Zone Manager of Nash-Kelvinator Corp.  
Eric Johnston, former President of the U.S. Chamber of Commerce and  
President of the Motion Picture Association of America  
York Langton, Trade Extension Manager of Coast-to-Coast Stores  
Stuart W. Leck, President of the Leck Construction Company  
Henry R. Luce, Editor of Time, Life, and Fortune magazines  
Bradshaw Mintener, Vice-President and General Counsel of Pillsbury Mills  
A. P. Monroe, Vice-President of New Jersey Bell Telephone Co.  
W. P. Morin, Personnel Director of the Hat Corporation of America,  
South Norwalk, Conn.  
James Myers, President of the Cleveland Graphite Bronze Co., Past  
President of the Cleveland Chamber of Commerce  
Dwight R. G. Palmer, President, General Cable Corporation  
Roger L. Putnam, President of Package Machinery Company  
Nelson A. Rockefeller, Head of Rockefeller Enterprises, and Rockefeller  
Foundation  
Beardsley Ruml, Chairman of the Board of R. H. Macy & Co.  
C. E. Sharp, Industrial Relations Manager of New York Shipbuilding Corp.  
in New Jersey  
Spyros P. Skouros, President of 20th Century-Fox Film Corporation  
F. Frank Vorenberg, President of a large department store.

What They Say  
About FEP

R. T. Barker, Superintendent of Western Electric  
Co. Inc.: "It is my own opinion that the admini-  
stration of the fair employment practice law in  
the states of New York and New Jersey has been fair and reasonable  
and has not entailed any undue hardship on employers. . ."

George F. Mand, President of the Bronx, N. Y. Chamber of Commerce:  
"This is testimony out of experience. It shows that Bronx employers  
have learned to live with fair employment and like it....officials of  
employers' organizations in Massachusetts have expressed satisfaction  
with the working of the Massachusetts law, similar in essentials to  
the New York law...."

J. J. Morrow, Personnel Manager of Pitney-Bowes, Inc.: "We started our  
Negro integration program at Pitney Bowes before the enactment of the  
Connecticut Fair Employment Practices Act. Many of the problems which  
we encountered, however, would have been much less difficult had we  
had the support of such legislation...."

James Myers, President of the Cleveland Graphite Bronze Co. and Past



President of the Cleveland Chamber of Commerce: "It can be fairly said from our local experience that the presence of enforcement sanction encourages cooperative action among employers, labor unions, and employment agencies leading to the elimination of discrimination in employment."

FEP Has Produced  
"Historic Changes"  
Important to Nation

The almost universally favorable reaction of all thoughtful persons who have had direct experience with FEP laws in actual operation may be summed up in the words of the New York

Commission: "Through conciliation agreements, public hearings, and court litigation, the Commission has been able to effect historic changes in employment policies and practices...We believe, as well, that the law has been of inestimable importance to the nation as a whole. We believe that it has provided a guiding light for other sections of the country, where people have come to grips with similar problems, and also that it has demonstrated, once and for all, that legislation in this field can and does work. The task is far from completed, but the forward motion of the law's philosophy is now assured. The progress which has been achieved is based upon solid ground, and the goals set forth by the framers of this law are now firmly fixed in tomorrow's reality."

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720



Copied from originals in The Bancroft Library for reference use only.  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720

PUBLIC OPINION  
SUPPORTS  
FEP LEGISLATION

Public Supports  
FEP Legislation

As a result of wider public knowledge of the facts, sober study, and public debate of the issues, a permanent and informed body of public opinion has grown up firmly committed to legislation for equal employment opportunity. In California an overwhelming majority of the voters now favor such legislation.

Poll Shows  
Californians  
For Legislation

Most striking evidence of popular support for FEP legislation is provided by a recent scientific public opinion poll conducted by The California Poll, sponsored by a group of California Metropolitan newspapers. As published in the Los Angeles Times of September 4, 1952, the results the poll reveal that 61% of the voters are for either federal or state FEP legislation, while only 32% oppose such legislation, with 7% uncertain. Even allowing for the normal margin of error sometimes appearing in such polls, this demonstrates an impressive majority for fair employment practices.

CALIFORNIA DEMOCRATS AND REPUBLICANS SUPPORT FEP

Democratic Party  
of California  
Favors FEP

Both the Republican Party of California and the Democratic Party of California have urged the passage of legislation against discrimination in employment. The 1954 Platform of the Democratic Party of California specifically calls for "enactment of legislation to secure to all people, regardless of race, color, religion or national origin, the right to work....on the basis of equality with all citizens.

"We firmly support this action and accept the responsibility at the state and local level of providing by legislation for equal opportunity to work without discrimination upon the basis of race, color, religion, or national origin....To this end, we urge the enactment of state and Local legislation....to provide for Fair Employment Practices with effective enforcement provisions."

Republican Party  
of California  
Favors FEP

In 1950 the Republican Party state platform declared that "No principle of this Republic is more basic than insuring equality of all individuals in their right.....to work.... Equal opportunity in these matters must always be guaranteed all individuals regardless of race, religion, color or country of origin and we urge



favorable enactment of State legislation in that interest."

Further, at its meeting of March 15, 1953, the Republican State Central Committee of California resolved that it "...respectfully petitions the Legislature of the State of California...to properly provide by law the elimination of practices of discrimination in employment against persons because of race, religion, color, national origin or ancestry."

In its 1954 platform the Republican State Central Committee reiterated its position with a statement that "...we pledge ourselves...to insure and safeguard for all of our citizens the opportunity to obtain and hold employment on a merit basis without discrimination because of race, religion, color, national origin or ancestry...We will strive to prevent discrimination in the State of California and will urge the passage of legislation where necessary to accomplish this purpose."

Part of  
National Trend

This popular sentiment for fair employment practices legislation in California is part of a growing national trend. In 1955 three more states with large land areas, a diversity of population, and great concentrations of business enterprise -- Michigan, Minnesota, Pennsylvania -- joined the parade.

Both Parties  
Voted for  
Legislation

Of the fifteen states with laws against discrimination in employment, eleven have laws with effective enforcement provisions. In several of these eleven states, the Republicans were the controlling majorities in the legislatures that passed the laws, in others the Democrats.

In no state or locality with FEP legislation has any serious repeal movement ever developed.

ORGANIZATIONS SUPPORT FEP LEGISLATION

California  
Civic Groups  
Support FEP

California church, civic, labor, fraternal, business, professional, and educational organizations and civic leaders representing all segments of the community are actively sponsoring the movement for FEP. Among the groups who have gone on record in support of fair employment practice legislation are:

Alpha Phi Alpha Fraternity  
American Civil Liberties Union  
American Council on Human Rights  
American Federation of Labor-Congress  
of Industrial Organizations (AFL-  
CIO and its affiliates)  
American Jewish Committee  
American Jewish Congress  
American Veterans Committee  
Amalgamated Clothing Workers of  
America, AFL-CIO

Americans for Democratic Action  
Anti-Defamation League of B'nai B'rith  
Association of Catholic Trade Unionists  
Baptist Ministers' Union  
Brotherhood of Sleeping Car Porters,  
AFL-CIO  
California Democratic Party  
California Republican Party  
California State Association of Colored  
Women's Clubs, Inc.

(MORE)



Copied from originals in The Bancroft Library for reference use only  
 Copies may not be deposited in other libraries or institutions without  
 express permission. Please return all copies to The Bancroft Library  
 upon completion of your research. Permission to reproduce in full or  
 in part must be obtained in writing from Access Services, The  
 Bancroft Library, University of California, Berkeley, CA 94720-5080

|                                       |   |
|---------------------------------------|---|
| California Federation for Civic Unity | National Community Relations Advisory Council |
| Catholic Interracial Council          | National Council of Jewish Women              |
| Community Relations Committee         | National Council of Negro Women               |
| Congress of Racial Equality           | National Negro Business League                |
| Delta Sigma Theta Sorority            | National Newspaper Publishers Assn.           |
| Hotel, Restaurant and Bartenders      | National Religion and Labor Foundation        |
| Int'l. Union of America, AFL-CIO      | National Supreme Council Scottish Rite        |
| International Ladies Garment Workers  | Masons  |
| Union                                 | Negro Newspaper Publishers Association        |
| Interdenominational Ministerial       | Phi Beta Sigma Fraternity                     |
| Alliance                              | Phi Delta Kappa Sorority                      |
| Federated Community Service Organi-   | San Francisco Jewish Community Relations      |
| zation                                | Council                                       |
| Friends Committee on Legislation      | The American Ethical Union                    |
| Japanese-American Citizens League     | United Automobile Workers of America,         |
| Jewish Community Council of L.A.      | AFL-CIO                                       |
| Jewish Labor Committee                | United Steelworkers of America, AFL-CIO       |
| Jewish War Veterans                   | Urban League                                  |
| National Association for the Advan-   | Young Women's Christian Association           |
| cement of Colored People (NAACP)      | Workmen's Circle                              |
| National Catholic Committee on Race   |   |
| Relations                             |   |

#### AMERICAN CHURCH GROUPS ENDORSE FEPC

Following is a list of the major religious denominations which have  
 officially endorsed fair employment practices legislation:

African Methodist Episcopal Church  
 American Baptist Convention, June 1951  
 American Unitarian Association, May 1949  
 A.M.E. Zion Church  
 Church of the Brethren - Annual Conference, June 1950  
                                     - Brethren Service Commission, March 1954  
 Congregational Christian Churches - 8th Regular Meeting, June 1946  
                                     - General Council, June 1948  
 Colored Methodist Episcopal Church  
 Evangelical and Reformed Church - General Synod, 1944; 1953  
 Evangelical United Brethren Church - General Conference, November 1954  
 Methodist Church - Discipline, 1944  
                                     - Department of Christian Social Relations, January 1954  
 National Baptist Convention, USA, Inc. - 66th Annual Session, September 1946  
 National Catholic Welfare Council, 1946  
 Northern Baptist Convention, 1947  
 Presbyterian Church, USA - General Assembly, 1945; 1947  
 Protestant Episcopal Church - General Convention, 1946  
 Society of Friends - Yearly Meetings, 1954  
 Synagogue Council of America, 1947



THURSDAY MORNING, SEPTEMBER 4, 1952

# Poll Discloses State Support for FEPC Law

## Federal Measure to Bar Discrimination in Job Seeking Urged

BY MERVIN D. FIELD  
Director

### The California Poll

Should legislation to prevent employers from discriminating against job applicants because of their race, color, or religion be made compulsory by Federal law, by State law, or should there not be any laws of this kind at all?

On this highly controversial campaign issue a majority of Californians favor some kind of legislation but they do not agree on what governmental body should pass the law. However, most of those who want an FEPC-type law would like to see it passed on the Federal level.

### Question Asked

In a California-wide survey of public attitude on this issue California Poll interviewers talked to a representative sample of people in all walks of life. The question they asked and the distribution of replies are as follows:

Which of these statements comes closest to your way of thinking?

**The Federal government should pass a law so that no one would be refused a job because of his race, color or religion . . . . . 45**

**The State governments, if they want to, should pass a law so that no one would be refused a job because of his race, color or religion . . . . . 16**

**I don't think it would be a good idea to pass any laws of this kind . . . . . 32**  
**No opinion . . . . . 7**

Partisan political feeling is strong. Among those Californians questioned who said they considered themselves Republicans, only 35% favored a Federal FEPC law, 20% favored a State law. A sizable group amounting to 39% of all Republicans said they did not think any such laws would be a good idea and 6% had no opinion.

Among Democrats, on the other hand, 56% desired Federal legislation, 13% favored a State law, while only 24% thought no antidiscrimination law should be passed. Those who had no opinion totaled 7%.

Both Presidential candidates have come out strongly against racial discrimination in any form, but they differ over the method they would take to eliminate it or to prevent it from occurring.

### Eisenhower's Stand

Gen. Eisenhower has declared himself flatly opposed to compulsory Federal FEPC legislation. He has said that he believes that whatever legal steps are taken to abolish racial discrimination should be initiated

by the individual States and not by the Federal government.

For the Democrats, Gov. Stevenson strongly supports the Democratic platform which pledges Federal action on civil rights. He is reported to favor a bill introduced in Congress last month which would give a Federal commission the power to act against discrimination in employment unless or until there were State or local groups with power to enforce the law.

The stand taken by Stevenson seems to be in accord with the opinions of most of the Californians who say they will vote for him in November. Gen. Eisenhower's supporters, however, are mainly divided between those who favor Federal law and those who think there should be no law at all on this issue. Only about one in five of the Republican voters favors State action.

### Division of Opinions

This is the way the opinions of the supporters of each candidate divide:

|                 | Intend to<br>vote for<br>Eisen-<br>hower | Intend to<br>vote for<br>Stev-<br>enson | Un-<br>de-<br>cided |
|-----------------|--|---|---------------------|
| Favor Fed'l law | 37%                                      | 62%                                     | 39%                 |
| Favor State law | 19                                       | 14                                      | 10                  |
| Favor no law    | 39                                       | 18                                      | 35                  |
| No opinion      | 5  | 6                                       | 16                  |

100 100 100

Reports of the California Poll are presented each week by The Times. Reports in succeeding weeks will follow the progress of the Presidential candidates as well as measuring public opinion on major campaign issues and State ballot propositions. The California Poll is an independent and impartial public opinion reporting service. It is supported by a number of California newspapers of all sizes in all parts of the State.

Copyright by the California Poll and Field Research Co.



Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, CA 94720-5080

### SOME QUESTIONS AND ANSWERS

Question: Didn't the California voters defeat fair employment practices legislation at the polls in 1946 when it was on the ballot as Proposition 11?

Answer: Support for fair employment legislation has been growing steadily since 1946 and public opinion is now solidly behind such legislation patterned on laws in other states.

But even in 1946 the voters didn't vote against the principle of fair employment practices legislation. They rejected Proposition 11 because (1) it contained several unworkable provisions; (2) the campaign supporting it was inadequately financed while the campaign against it was conducted on a gigantic scale; (3) the Communists intervened and tried to identify themselves with the issue, thereby sowing public confusion and accomplishing their real aim--defeat of the measure and continuance of discrimination.

Question: A recent article in a national magazine gave the impression that discrimination has been "squelched" in San Francisco. Is this so?

Answer: The Urban League and the Council For Civic Unity, cited in the article by the author as the authority for much of his information, have declared that discrimination in employment is widespread.

Question: Can you abolish hatred and prejudiced attitudes and opinions by laws?

Answer: Fair employment practices legislation does not prohibit prejudiced attitudes and opinions. It simply attempts to prevent a prejudiced person from depriving another person of his right to equal employment opportunity--laws against burglary do not try to abolish greed, but do protect people from becoming the victims of such greed.

Notes:



Question: It has been reported that, in response to a questionnaire circulated among several hundred employers only an insignificant percentage indicated the use of discriminatory practices. Does this mean discrimination has virtually vanished in Los Angeles?

Answer: This type of survey is wholly inaccurate. In the face of public sentiment hostile to discrimination, very few employers -- and very few other persons for that matter -- will openly admit discrimination. In many cases an uninformed employer is unaware that the practices he is following are in fact discriminatory. Overwhelming evidence demonstrates that discrimination in employment is the prevailing rather than the exceptional situation.

Question: If, in conforming to FEP laws, employers hire minority persons in customer-contact job, might not some prejudiced customers go to his competitors?

Answer: This is another instance where the FEP law would protect the well-intentioned employer. The law would put him and his competitor on an equal basis by requiring both to conform equally to the law and hire customer-contact employees on a non-discriminatory basis. Without FEP he has no such safeguard.

Besides, studies of situations where the sales force is integrated have proven that the public accepts such non-discriminatory practices with equanimity.

Question: Wouldn't FEP laws brand perfectly ordinary, well-meaning --but perhaps erring-- citizens as criminals?

Answer: No. FEP laws uniformly provide for administrative procedures, not criminal proceedings. Discrimination is not punished as a crime. Only when the respondent persistently refuses to discontinue a verified discriminatory practice -- and after all efforts at adjustment by conciliation have failed -- is there recourse to the courts. And then only the court can impose a penalty.

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services. The  
Bancroft Library, University of California, Berkeley, California, 94720



## THE LONG ROAD TO ENACT OUR BILLS INTO LAW

When we meet in Sacramento we will be somewhere along on the following list of steps, all of which must be taken, before we will have an FEPC in California.

1. The bills have been introduced: AB 2000 (which sets up an FEPC) and AB 2001 (which provides for the appropriation to run an FEPC), both in the Assembly, and SB 2353 (the companion bill of AB 2000) which has been introduced into the Senate.

2. AB 2000 and AB 2001 are considered by the Assembly Committee on Governmental Efficiency and Economy, with 16 members. With a minimum of 9 YES votes the bill is given to the Assembly as a whole to vote on.

They then go to the Ways and Means Committee, with 28 members. With a minimum of 15 votes it will be reported out to the Assembly as a whole.

3. AB 2000, once it is in the "third reading file" may be voted on in the Assembly. A majority of 41 votes will pass the bill and send it to the Senate.

AB 2001 because it is an appropriations bill, requires two-thirds vote or 54 votes to pass.

4. In the State Senate all the FEPC bills (AB 2000 and SB 2353) are referred to the Senate Labor Committee of seven members. (This is the group which killed the FEPC proposals in 1955.) It takes 4 votes to send the bill out of committee for a vote on the floor of the Senate, which has never yet as a whole voted on FEPC.

The appropriations bill will go to the Senate Finance Committee of 13 members and will need a minimum of 7 votes to be reported out to the Senate as a whole.

5. The Senate can pass the FEPC bill itself with only 21 votes. The appropriations bill will require 27 votes.

6. Then, if both houses have passed the same thing, the bill goes to the Governor for his signature or veto. If the two houses have differing versions, these must be worked out by conference committees.

7. In case of a Governor's veto it takes a  $\frac{2}{3}$  vote in each house to pass the bill over the veto.

IT IS A LONG ROAD. WE HAVE A LOT OF WORK TO DO.

*Send in your contributions now, to:*

## CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

Labor Temple, Room 206, 2940 - 16th Street, San Francisco, California, Market 1-7742

146

## CALL TO 1957 F.E.P.C. CONFERENCE AND LEGISLATIVE TRAINING INSTITUTE

April 13, 14 and 15th (plus the 16th for some delegates)  
In Sacramento, California

The Place: Native Sons Hall, 11th and J Streets  
CALLED BY THE

## CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

### PURPOSES:

1. To mobilize the supporters of FEPC in one place at the same time for an on the spot review of the progress of our bills.
2. To provide an opportunity for intensive education on:
  - a. The record of FEPC in the states where it is now law.
  - b. How a bill becomes law; the procedures of the California Assembly and Senate.
  - c. The basic responsibilities of citizenship at home such as: registering to vote, keeping score on your representative, and publicity.
3. To train more Californians to give leadership at the grass roots to responsible community activity.
4. To make it possible for State Senators and Assemblymen to meet with a small, representative committee of their constituents.
5. To greet the many supporters of FEPC both in and out of the legislature, who will be together on this occasion.

If your organization qualifies (See page 2) ACT NOW:

1. Apply to this Committee for credential blanks by writing us clearly identifying your organization and officers.
2. Elect a delegation to represent your organization at the FEPC Conference in Sacramento.
3. Return one copy of each credential blank to us for the consideration of the Credentials Committee.

**IMPORTANT:** If you cannot come make sure that others will be there to represent your district. Organize a committee to plan the delegation who will see your Senator on April 15th.

**ADDRESS: ROOM 206—2940 - 16TH STREET, SAN FRANCISCO, CALIFORNIA**



# CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

Labor Temple, Room 206, 2940 - 16th Street, San Francisco, California, Market 1-7742

## CHAIRMAN

C. L. DELLUMS, Int'l Vice-Pres.  
Brotherhood of Sleeping Car Porters

## TREASURER

JOSEPHINE DUVEENEK  
Friends Committee on Legislation

## CO-CHAIRMEN

NATHANIEL S. COLLEY, *President*, Central District NAACP  
JOHN A. DESPOL, *Secretary-Treasurer*, California State CIO Council  
C. J. HAGGERTY, *Secretary-Treasurer*, California State Federation of Labor  
RT. REV. MSGR. THOMAS J. O'DWYER, *Director of Health and Hospitals*,  
Archdiocese of the Catholic Church, Los Angeles.  
JUDGE ISSAC PACHT, *Past President*, Los Angeles Jewish Community Council  
IRVING ROSENBLATT, JR., *President*, California Federation for Civic Unity  
EDWARD ROYBAL, *President*, Community Services Organization, and City Councilman,  
Los Angeles.

## SECRETARY

WILLIAM BECKER, *Area Representative*, Jewish Labor Committee

## STATEMENT OF POLICY ON PARTICIPATION OR AFFILIATION

The California Committee for Fair Employment Practices invites all non-Communist, non-Fascist organizations and groups to participate in the Sacramento Conference and in our other activities on behalf of an FEPC in California.

All groups who have participated in the Sacramento Mobilizations in the past are urged to send in quickly for the number of credential blanks they wish.

Any organization which has not been recognized by its past activity with the California Committee for Fair Employment Practices and which applies for credentials may be requested by our Credentials Committee to submit the following information and material facts before April 5th:

1. A list of all elected and appointed officers.
2. A copy of their by-laws and/or constitution, or a statement of policy and program over the signatures of the officers if no printed or mimeographed copies of by-laws or constitution exist.
3. A letter of application to participate.
4. Three letters of reference from three organizations among those represented by the officers of the California Committee for Fair Employment Practices.

Upon receiving the above information and references the California Committee for Fair Employment Practices may, at its discretion, accept or reject the application.

## REGISTRATION FEE FOR THE SACRAMENTO CONFERENCE

The Registration Fee of \$2.00 for each delegate may be sent in with the credential blanks or be paid in Sacramento.

## PRELIMINARY AGENDA

### SATURDAY, APRIL 13th:

Noon—Registration Begins at the Native Sons Hall, Sacramento.  
(come on time so there will be no jam-up in getting everyone properly assigned.)

3:00 P.M.—Opening remarks and report of Credentials Committee.

General Workshop on FEPC Materials:  
The literature pamphlets and other educational material.  
The Films etc. and their use.

PURPOSES: To help delegates to know what material is available and how to use it effectively.  
To develop forceful answers to the arguments of the opponents of FEPC.  
To display the record of FEPC.

8:00 P.M.—Formal Session:

Report of the California Committee for Fair Employment Practices.  
Where we stand in the Assembly and Senate.  
The work in the grass roots.  
Finances.  
Our FEPC Bill—How it works.

### SUNDAY, APRIL 14th

Morning: Kept free to make possible Church attendance and meetings of State-Wide groups.

1:00 P.M. to 3:00 P.M.—Workshops: Delegates from each area will be asked to divide up to go to the different workshops to round out the picture for each area.

1. What to do back home, after this Conference, to build support for FEPC.
2. The use of Newspapers, radio, etc. and Fund Raising.
3. Our responsibility between sessions of the legislature:  
Registration of Voters.  
Keeping the FEPC alliance together.
4. Campaigning for City FEPC Ordinances.

3:30 to 5:00 P.M.—Meetings of delegates by State Senatorial District to go over the situation in their district and the conference with their Senator.

8:00 P.M.—Public Meeting:  
Featuring all the Assemblymen and Senators who sponsored AB 2000 and SB 2353.

### MONDAY, APRIL 15th (and Tuesday April 16th where necessary.)

This is the time for the small, representative committees from the various districts to see their Assemblymen and Senators, and to report back to the Committee after each interview. Most conferences can probably take place on Monday, some may be put off till Tuesday by the legislator.

It is not necessary for all delegates to stay over till Tuesday, or even till Monday, if there is already on hand a representative committee from your district.

Therefore, check now to find out who will be there from your district and make sure that a small responsible committee will be on hand to keep the appointments with your Senator or Assemblyman.



# Protestants

# Catholics

# Jews

*Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720*

## Religious leaders of California agree on the need for a Fair Employment Practices Law

A Compendium of Statements Published By

CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

Southern Headquarters

Room 903

112 West 9th Street

Los Angeles

NOrmandy 2-1148

Northern Headquarters

Labor Temple-Room 206

2940 - 16th Street

San Francisco

MARKet 1-7742





# The Monitor

*The Official Newspaper of the Archdiocese of San Francisco*

FEBRUARY 8, 1957

## **As the Editor Sees It**

### **FEPC**

On November 13, 1943, the Administrative Board of the NCWC, at the direction of the Bishops who attended the annual meeting of the Hierarchy in Washington, issued an important statement "On the Essentials of a Just Peace." While this statement, quite naturally, was vitally concerned with the pressing problems of international relations, it did not neglect the equally important social and economic problems which face us at home.

Significantly enough, the Bishops singled out one of these domestic problems in particular for special consideration—the problem of extending equal justice to all groups of American citizens, regardless of race, color, creed, or national origin.

"It would be inconsistent," the Hierarchy said, "to promote a world reconstruction in which all nations, great and small, powerful and weak, would enjoy their rights in the family of nations, unless in our own national life we recognize an equality of opportunity for all our citizens and willingly extend to them the full benefits of democratic institutions."

We would do well to recall this admonition of the Bishops with the current hearings on FEPC legislation now before the San Francisco Board of Supervisors.

FEPC legislation is in accord with the civil government's obligation to promote public morality as an essential element of the common good. Civil government has an obligation to establish a regime of civil law which will confirm and sanction juridical rights and duties.

Enactment of the FEPC would crystallize into concrete and workable expression the basic principles of the Constitution and the Bill of Rights of these United States. It would give statutory recognition to the Divine principles and mandates of the natural law which affirms that God-given dignity of personality shared equally by every person.

The Christian precept of brotherly love is not satisfied by mere well-wishing, nor benevolent emotion, nor sentimental yearning. It requires action.

Many serious-minded people are fearful that FEPC legislation would remain inoperative due to its restrictive and compulsory nature. But we know that FEPC is already working well in the majority of the States already.

Every law, in every field, is basically, a standard under which men act toward one another. Laws against discrimination have achieved marked success in ending tensions. Of course, the educational process is essential, too, in solving the confusion and palliating the hatreds out of which discrimination arises. It is also true that we cannot legislate against prejudice. But education coupled with legislation can remove much of the deficiencies in our present mentality which chooses a "let's not do anything for the moment" attitude. We can no longer give comfort to those who perpetuate the old fallacy that law has no effect on human relations.

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services. The  
Bancroft Library, University of California, Berkeley, California 94720



## BOARD OF RABBIS OF SOUTHERN CALIFORNIA

The Executive Committee of the Board of Rabbis of Southern California joins the Church Federation of Los Angeles and endorses the statement which the Church Federation has prepared. In addition we do support specifically Assembly Bill 2,000 and Senate Bill 2,353.

(Editor's Note: The Statement of the Church Federation of Los Angeles referred to by the Board of Rabbis of Southern California is not printed separately here because it is virtually identical to the Statement of the Southern California Council of Protestant Churches which is printed in its entirety on the following page.)

## CATHOLIC AUXILIARY BISHOP

It is time for those who profess by principles to back them up with concrete action. The Fair Employment Practices ordinance should have the support of all who truly desire basic equality for all in the offices and industries of San Francisco.

Most Rev. Hugh A. Donohoe D.D.

Auxiliary Catholic Bishop of San Francisco

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part may be obtained by written request from Access Services. The  
Bancroft Library is a part of the University of California, 94720



THE SOUTHERN CALIFORNIA COUNCIL OF PROTESTANT CHURCHES

3330 West Adams Boulevard

Los Angeles 18, California

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720

CONCERNING FAIR EMPLOYMENT LEGISLATION

WHEREAS there is evidence of wide-spread discrimination against qualified workers on the sole ground of race or religion in hiring practices, in help-wanted advertisements, and in employment agencies in many cities and counties of Southern California; and

WHEREAS such discrimination unjustly deprives large numbers of full qualified workers of equal economic opportunity in this area; and

WHEREAS fifteen states and many large cities have had satisfactory experience with Fair Employment legislation;

THEREFORE, BE IT RESOLVED that the Southern California Council of Protestant Churches give its support to city, county, and state legislation in this field. Such legislation should include:

1. A declaration of public policy to protect the rights of employment free from discrimination because of race, color, religion, ancestry, national origin or place of birth, but at the same time preserving the right of the employer to hire only those fully qualified to do the work concerned;
2. A definition of unlawful employment practices with broad coverage of public and private employment in establishments employing five or more people, and permitting the Commission to exempt religions or other groups where it can be established that the nature of the work itself requires limitations;
3. Appointment of a permanent commission (usually of five persons) to carry out an educational program, to hear complaints and investigate cases and to determine whether there is in fact discrimination;
4. Where discrimination is found, the Commission shall try to eliminate it by conciliation and persuasion. If this fails, open hearings shall be held, and a formal order to desist may be issued if necessary.
5. If the person discriminating refuses to obey the order of the Commission, action may be brought by the proper authority through the Courts, and such penalties as the act provides may be enforced by the Court.

This statement was prepared by the Commission on Public Affairs of the Southern California Council, adopted by vote of the Commission, and approved by the Board of Directors on May 17, 1956. By order of the Board it is being distributed to the headquarters of our member communions and local councils of churches. Additional copies are available on request.



-NORTHERN CALIFORNIA - NEVADA COUNCIL OF CHURCHES

At its regular meeting on April 5th the Northern California - Nevada Council of Churches approved the recommendation of its Commission on Legislation and public morals to sponsor and support AB 2000 and AB 2001, the Fair Employment Practice Commission Bills in the State Legislature.

BOARD OF RABBIS OF NORTHERN CALIFORNIA

The Board of Rabbis of Northern California, aware of the presence of discrimination in employment in this area on the ground of race or creed, which deprives many qualified working people of their right to employment and equal economic opportunity, considers such practices unjust and inimical to the ideals and best interests of American democracy. We, therefore, approve and give complete support to city, county and State legislation in this field.

Such legislation must protect the rights of all men to employment free from discrimination because of race, color or creed. We recommend the appointment of a permanent commission to hear complaints of discrimination and investigate such complaints, and try to eliminate discrimination by persuasive and conciliatory methods. If this fails such matters may be brought to the courts and penalties provided by legislation be enforced by the courts.

Copy from originals in The Bancroft Library for reference use only  
Copied by the Department of Special Collections at the University of California, Berkeley  
Rabbi Irving I. Hausman, speaking for  
The Board of Rabbis of Northern California  
Bancroft Library, University of California, Berkeley, California, 94720  
In part must be obtained in writing from Access Services. The  
upon completion of your research. Permission to reproduce in full or  
express permission is required to reproduce in full or  
Bancroft Library



## And the church-goer agrees with his spiritual leader:

The San Francisco Council of United Church Women endorses the Fair Employment Practices ordinance as we believe employment of persons on merit is a fundamental human right and that this ordinance will further extend into reality our Christian concept of the brotherhood of man.

Mrs. John A. Gardner, President  
Council of United Church Women  
of San Francisco

Mrs. Henry Walter, Chairman  
Christian Social Relations Dept.,  
United Church Women of S. F.

Virtually all men and women of good will are opposed to discrimination in employment based on race, creed, color or national origin. However, mere academic opposition to such discrimination will never solve the problem. Experience shows there is only one way by which such hiring discrimination may be eliminated - by a law making discrimination practices illegal.

Mrs. John F. Henning,  
Legislative Chairman of San Francisco  
County Council of the National  
Council of Catholic Women

I earnestly hope that the 1957 California State Legislature will pass Assembly Bill 2000 providing for the creation of a Fair Employment Practices Commission. I am eager to see California join the list of fair-minded states whose people believe in the American principle that employment should be on merit alone without regard to race, creed or national origin.

Judge Lenore D. Underwood  
Chairman, Jewish Community Relations Council



# CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

## RELIGIOUS LEADERS AMONG THE SPONSORS:

REV. DONALD H. BALDWIN, Santa Rosa  
REV. HAMILTON BOSWELL, San Francisco  
RABBI ELLIOT M. BURNSTEIN, San Francisco  
REV. HOWARD C. BUSCHING, San Francisco  
REV. H. B. CHARLES, Los Angeles  
REV. DON M. CHASE, Crescent City  
REV. WILBUR CHOY, Stockton  
PROF. GEORGE H. COLLIVER, Stockton  
REV. NORMAN L. CONRAD, San Francisco  
REV. GERALD F. COX, Oakland  
REV. FRANK CRANE, Los Angeles  
REV. D. C. CRUMMEY, Stockton  
REV. MAURICE A. DAWKINS, Los Angeles  
MOST REV. HUGH A. DONOHOE, San Francisco  
REV. DONALD FELLERS, Hughson  
RABBI ALVIN FINE, San Francisco  
REV. DR. HAROLD N. GEISTWEIT, Oakland  
REV. HOWARD GREENWALT, Modesto  
REV. EMERSON G. HANGEN, Long Beach  
WM. C. JAMES, Berkeley  
REV. CORRELL JULIAN, Exeter  
REV. ANDREW JUVINALL, San Bruno  
REV. ROBERT KERSEY, Los Angeles  
REV. WENDELL B. KRAMER, Modesto  
REV. DAVID MacMURDO, Sacramento  
THE VERY REV. JAMES M. MALLOCH, Fresno  
REV. HARRY C. MESERVE, San Francisco  
RABBI MAX NUSSBAUM, Los Angeles  
RT. REV. MSGR. THOMAS J. O'DWYER, Los Angeles  
REV. DR. ROBERT PANZER, Sacramento  
BISHOP EDWARD PARSONS, San Francisco  
REV. ROBERT B. SANFORD, Willows  
REV. JACK SHAFFER, Los Angeles  
REV. JOHN G. SIMMONS, North Hollywood  
REV. JOHN R. SPITLER, Berkeley  
RABBI WM. M. STERN, Oakland  
REV. NORMAN W. TAYLOR, South Gate  
REV. DR. DILLON W. THROCKMORTON, Tulare  
REV. ERNEST J. TROUTNER, Redding  
REV. GEORGE WARMER, JR., Oakland  
REV. CHARLES L. WARREN, D.D., Oakland  
REV. KENNETH WATSON, Tujunga  
RABBI SAUL E. WHITE, San Francisco  
REV. LEWIS A. WHITEHEAD, Modesto  
REV. JOHN WILKINS, San Mateo  
REV. GILBERT S. ZIMMERMAN, Los Angeles

*Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California 94720*



## CALIFORNIA STATE SENATE - 1957

| NAME & HOME ADDRESS   | PARTY | DIST. | COUNTIES                  | OFFICE # | EXT. # |  |  |
|---|-------|-------|---------------------------|----------|--------|--|--|
| Abshire, F. Presley<br>627 Dobelaine Dr.<br>Santa Rosa            | R     | 12th  | Sonoma                    | 4066     | 3143   |  |  |
| Arnold, Stanley<br>P.O. Box 150<br>Susanville                     | D-R   | 1st   | Lassen, Modoc<br>& Plumas | 4081     | 3082   |  |  |
| Beard, John Wm. (Bill)<br>895 Broadway<br>El Centro               | D     | 39th  | Imperial                  | 4091     | 3573   |  |  |
| Berry, Swift<br>115 Canal St.<br>Placerville                      | R-D   | 9th   | Amador &<br>El Dorado     | 4072     | 2091   |  |  |
| Breed, Arthur H., Jr.<br>5300 Claremont Ave.<br>Oakland 9         | R     | 16th  | Alameda                   | 3076     | 3688   |  |  |
| Brown, Charles<br>Shoshone  | D-R   | 28th  | Alpine, Inyo<br>and Mono  | 3048     | 2338   |  |  |
| Burns, Hugh M.<br>P.O. Box 748<br>Fresno                          | D-R   | 30th  | Fresno                    | 3045     | 4311   |  |  |
| Dusch, James E. (Jim)<br>116 S. School St.<br>Ukiah               | R-D   | 4th   | Siendocino &<br>Lake      | 4039     | 5275   |  |  |
| Byrne, Paul L.<br>224 W. Third St.<br>Chico                       | R-D   | 6th   | Butte                     | 4064     | 2060   |  |  |
| Christensen, Carl L.<br>937 Sixth St.<br>Eureka                   | D-R   | 3rd   | Humboldt                  | 3058     | 4937   |  |  |
| Cobey, James A.<br>646 W. 26th St.<br>Merced                      | D     | 24th  | Madiera & Merced          | 4070     | 2485   |  |  |
| Collier, Randolph<br>551 E. Main St.<br>Yreka                     | R-D   | 2nd   | Del Norte &<br>Siskiyou   | 3061     | 3931   |  |  |
| Coombs, Nathan F.<br>Figliavacca Bldg.<br>Napa                    | R     | 11th  | Napa & Yolo               | 4052     | 5024   |  |  |
| Cunningham, James E., Sr.<br>415 Anderson Bldg.<br>San Bernardino | R-D   | 36th  | San Bernardino            | 4048     | 4809   |  |  |
| Desmond, Earl D.<br>616 I St.<br>Sacramento                       | D-R   | 19th  | Sacramento                | 3090     | 5385   |  |  |
| Dilworth, Nelson S.<br>Route 1, Box 288<br>Hemet                  | R     | 37th  | Riverside                 | 4090     | 5314   |  |  |
| Edling, Richard J.<br>515 Allerton St.<br>Redwood City            | R     | 21st  | San Mateo                 | 3064     | 5280   |  |  |
| Donnelly, Hugh P.<br>953 Sierra Drive<br>Turlock                  | D-R   | 22nd  | Stanislaus                | 3072     | 4923   |  |  |
| Dorsey, Jess R.<br>1028 Q St.<br>Bakersfield                      | R-D   | 34th  | Kern                      | 3066     | 4925   |  |  |

Copied from originals in The Bancroft Library for reference use only.  
 Copies may not be deposited in other libraries or institutions without  
 express permission. Please return all copies to The Bancroft Library  
 upon completion of your research. Permission to reproduce in full of  
 in part must be obtained in writing from Access Services, The  
 Bancroft Library, University of California, Berkeley, California, 94720



| NAME & HOME ADDRESS                                       | PARTY | DIST. | COUNTIES                             | OFFICE # | EXT. # |  |  |
|---|-------|-------|--------------------------------------|----------|--------|--|--|
| Erhart, A.A.<br>P.O. Box 506<br>Pismo Beach               | R     | 29th  | San Luis Obispo                      | 3070     | 5063   |  |  |
| Farr, Fred S.<br>P.O. Box 3305<br>Carmel                  | D-R   | 25th  | Monterey                             | 4029     | 2119   |  |  |
| Gibson, Luther D.<br>516 Marin St.<br>Vallejo             | D-R   | 15th  | Solano                               | 4059     | 4875   |  |  |
| Gransky, Donald L.<br>130 Rogers Ave.<br>Watsonville      | R     | 23rd  | Santa Cruz &<br>San Donito           | 3052     | 4997   |  |  |
| Hollister, John J., Jr.<br>Winchester Canyon<br>Goleta    | D     | 31st  | Santa Barbara                        | 4035     | 5166   |  |  |
| Johnson, Ed.C.<br>P.O. Box 31<br>Marysville               | R-D   | 10th  | Sutter & Yuba                        | 3067     | 5083   |  |  |
| Johnson, Harold T. (Bizz)<br>423 Grove St.<br>Roseville   | D-R   | 7th   | Nevada, Sierra<br>& Placer           | 3062     | 4835   |  |  |
| Kraft, Fred H.<br>612 Spreckels Bldg.<br>San Diego        | R     | 40th  | San Diego                            | 4086     | 2349   |  |  |
| Kimbade, James J.<br>P.O. Box 708<br>Ventura              | D-R   | 33rd  | Ventura                              | 4076     | 3016   |  |  |
| McCarthy, John F. (Jack)<br>819 A Street<br>San Rafael    | R-D   | 13th  | Marin                                | 3057     | 5148   |  |  |
| McCarthy, Robert I.<br>State Bldg.<br>San Francisco       | D     | 14th  | San Francisco                        | 4078     | 3571   |  |  |
| Miller, George Jr.<br>P.O. Box 909<br>Martinez            | D     | 17th  | Contra Costa                         | 4047     | 3576   |  |  |
| Montgomery, Robert I.<br>Route 4, Box 200<br>Hanford      | D-R   | 27th  | Kings                                | 4067     | 5236   |  |  |
| Murdy, John A., Jr.<br>6662 Neil Ave.<br>Huntington Beach | R     | 35th  | Orange                               | 4054     | 5242   |  |  |
| Regan, Edwin J.<br>Newerville                             | D-R   | 5th   | Shasta &<br>Trinity                  | 4057     | 3215   |  |  |
| Richards, Richard<br>State Bldg.<br>Los Angeles           | D     | 38th  | Los Angeles                          | 3078     | 3456   |  |  |
| Short, Alan<br>1220 N. Van Duren St.<br>Stockton          | D     | 20th  | San Joaquin                          | 4089     | 2964   |  |  |
| Sutton, Louis G.<br>P.O. Box 547<br>Maxwell               | R-D   | 8th   | Tehama, Glenn<br>& Colusa            | 3054     | 2669   |  |  |
| Teale, Stephen P.<br>Box E<br>West Point                  | D-R   | 26th  | Calaveras,<br>Tuolumne &<br>Mariposa | 4031     | 4910   |  |  |

Copied from originals in The Bancroft Library for reference use only.  
 Copies may not be deposited in other libraries or institutions without  
 express permission. Please return all copies to The Bancroft Library  
 upon completion of your research. Permission to reproduce in full or  
 in part must be obtained from the University of California, Berkeley, California, 94720.  
 Bancroft Library, University of California, Berkeley, California, 94720



| NAME & HOME ADDRESS                                   | PARTY | DIST. | COUNTIES    | OFFICE # | EXT. # |   |   |
|---|-------|-------|-------------|----------|--------|---|---|
| Thompson, John F.<br>Route 3, Box 408<br>San Jose     | R     | 18th  | Santa Clara | 3086     | 4524   | 1 | 1 |
| Williams, J. Howard<br>440 N. E Street<br>Porterville | R     | 32nd  | Tulare      | 4062     | 2600   | 1 | 1 |



MEMBERS OF THE ASSEMBLY - CALIFORNIA LEGISLATURE - 1957

| NAME & HOME ADDRESS  | PARTY | DIST. | OFFICE # | PHONE EXT. |  |  |
|--|-------|-------|----------|------------|--|--|
| Allen, Druce F.<br>20130 Thompson Rd.<br>Los Gatos           | R     | 29    | 4013     | 4386       |  |  |
| Allen, Don A., Sr.<br>3450 W. 43rd St., L.A.                 | D     | 63    | 4126     | 3440       |  |  |
| Packstrand, L.M. (Lee)<br>4456 12th St.<br>Riverside         | R     | 71    | 4120     | 5238       |  |  |
| Beaver, Jack A.<br>825 Esther Way,<br>Redlands               | R     | 73    | 4144     | 2824       |  |  |
| Bee, Carlos<br>1734 D St., Hayward                           | D-R   | 13    | 6003     | 2380       |  |  |
| Pelotti, Frank P.<br>P.O. Box 1025<br>(Spruce Point) Eureka  | R     | 1     | 3111     | 5108       |  |  |
| Biddick, Wm. Jr.<br>104 W. Mariposa St.<br>Stockton          | D     | 12    | 4140     | 3004       |  |  |
| Donelli, Frank G.<br>7412 California Ave.<br>Huntington Park | D     | 52    | 3171     | 4768       |  |  |
| Bradley, Clark L.<br>802 First Natl. Bank Bldg.<br>San Jose  | R     | 28    | 4148     | 4198       |  |  |
| Britschgi, Carl A.<br>86 Renato Court #14<br>Redwood City    | R     | 26    | 4116     | 5044       |  |  |
| Brown, Ralph M.<br>P.O. Box 1292, Modesto                    | D-R   | 30    | 4140     | 3864       |  |  |
| Burke, Montivel A.<br>100 W. 1st St.<br>Alhambra             | R     | 53    | 3106     | 2263       |  |  |
| Burton, Philip<br>995 Market St., S.F.                       | D     | 20    | 4126     | 3360       |  |  |
| Busterud, John A.<br>201 Edgewood Ave., S.F.                 | R     | 22    | 4121     | 3837       |  |  |
| Caldecott, Thos. W.<br>2843 Fulton St.<br>Berkeley           | R     | 18    | 3130     | 3635       |  |  |
| Chapel, Chas. Edw.<br>P.O. Box 777<br>Inglewood 5            | R     | 46    | 4001     | 4836       |  |  |
| Collier, John L.E.<br>5332 Hillmont Ave.<br>Los Angeles 41   | R     | 54    | 3108     | 2153       |  |  |
| Conrad, Chas. J.<br>13444 Moorpark St.<br>Sherman Oaks       | R     | 57    | 4149     | 4477       |  |  |
| Coolidge, Glenn E.<br>Coolidge Bldg., Felton                 | R-D   | 27    | 3138     | 2795       |  |  |
| Crawford, George G.<br>3176 University Ave.<br>San Diego 4   | R     | 79    | 4014     | 2304       |  |  |

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720



| NAME & HOME ADDRESS   | PARTY       | * 2 *<br>DIST. | OFFICE # | PHONE EXT. |  |  |
|---|-------------|----------------|----------|------------|--|--|
| Crown, Robert W.<br>1108 Park St., Alameda                      | D           | 14             | 6011     | 5047       |  |  |
| Cunningham, Rex H.<br>1558 E. Main St.<br>Ventura               | D-R         | 37             | 4096     | 3604       |  |  |
| Dahl, Walter I.<br>418 Blair Ave.<br>Piedmont                   | R           | 16             | 4108     | 3508       |  |  |
| Davis, Pauline L.<br>Portola                                    | D-R         | 2              | 4117     | 2164       |  |  |
| Dills, Clayton A.<br>16808 S. Western Ave.<br>Gardena           | D           | 67             | 3148     | 4053       |  |  |
| Donahoe, Dorothy M.<br>2403 La Siesta Drive<br>Bakersfield      | D-R         | 38             | 3165     | 4833       |  |  |
| Doyle, Donald D.<br>3585 Powell Dr.<br>Lafayette                | R <i>ab</i> | 10             | 3102     | 4011       |  |  |
| Doyle, Thomas J.<br>4323 Griffin Ave., L.A.                     | D <i>ab</i> | 45             | 3171     | 5286       |  |  |
| Elliott, Edward E.<br>1971 N. Miller Ave., L.A.                 | D           | 40             | 4005     | 3243       |  |  |
| Erwin, Thomas H.<br>1016 N. Willow Ave.<br>Puente               | R <i>ab</i> | 50             | 4144     | 4592       |  |  |
| Francis, Louis<br>129 Castillian Way<br>San Mateo               | R <i>ab</i> | 25             | 4116     | 3324       |  |  |
| Frew, Myron H.<br>359 No. L. Street<br>Dinuba                   | D           | 35             | 3165     | 3905       |  |  |
| Gaffney, Edward M.<br>295 Sanchez St.<br>San Francisco 17       | D           | 24             | 4171     | 2449       |  |  |
| Geddes, Ernest R.<br>560 Harrison Ave.<br>Claremont             | R           | 49             | 3132     | 5235       |  |  |
| Geddes, Samiel R.<br>242 Main St., Napa                         | D-R         | 5              | 4115     | 5375       |  |  |
| Grant, William S.<br>406 Kress Bldg.<br>Long Beach              | R           | 70             | 3147     | 4625       |  |  |
| Hauma, Richard T.<br>Box 898, Westminster                       | D           | 75             | 3123     | 4934       |  |  |
| Hansen, William W.<br>3425 S. Walnut Ave.<br>Fresno             | R           | 33             | 3100     | 4874       |  |  |
| Hawkins, Augustus F.<br>4251 1/2 Avalon Blvd.<br>Los Angeles 11 | D-R         | 62             | 4005     | 3074       |  |  |
| Hegland, Sheridan N.<br>5010 Randlett St.<br>La Mesa            | D           | 77             | 3116     | 3720       |  |  |
| Henderson, Wallace D.<br>3643 Kerckhoff Ave. Fresno             | D-R         | 32             | 4110     | 4096       |  |  |

Copied from originals in The Bancroft Library for reference use only.  
 Copies may not be deposited in other libraries or institutions without  
 express permission. Please inform The Bancroft Library if you or  
 your institution wish to reproduce in full or  
 upon completion of your research. Please inform The Bancroft Library  
 if you wish to deposit copies in your collection. The Bancroft Library  
 is part of the University of California, Berkeley, California, 94720.



| NAME & HOME ADDRESS   | PARTY         | DIST. | OFFICE | PHONE EXT. |  |  |
|---|---------------|-------|--------|------------|--|--|
| Holmes, James L.<br>2644 Tallant Rd.<br>Santa Barbara             | R             | 36    | 4130   | 2762       |  |  |
| Horne, Leverette D.<br>171 El Cerrito<br>Brawley                  | D             | 76    | 3116   | 2965       |  |  |
| Johnson, Seth J.<br>3245 Sunnybrook Dr.<br>Los Angeles 39         | R             | 56    | 4167   | 4783       |  |  |
| Kelly, H.W.<br>422 James St., Shafter                             | R-D           | 39    | 3141   | 4612       |  |  |
| Kilpatrick, Vernon<br>3715 Abbott Rd.<br>Lynwood                  | D             | 55    | 3132   | 2305       |  |  |
| Klocksien, Herbert R.<br>205 E. Broadway<br>Long Beach            | R <i>no</i>   | 44    | 3152   | 3564       |  |  |
| Lanternman, Frank<br>4420 Encinas Dr.<br>La Canada                | R <i>no</i>   | 48    | 3120   | 5096       |  |  |
| Levering, Harold E.<br>900 Moraga Dr., L.A.                       | R <i>no</i>   | 60    | 4130   | 5336       |  |  |
| Lincoln, L.K.<br>4000 Redwood Rd.<br>Oakland 19                   | R             | 15    | 3190   | 3134       |  |  |
| Lindsay, Francis C.<br>P.O. Box 463, Loomis                       | R             | 6     | 3126   | 2570       |  |  |
| Lowrey, Lloyd H.<br>P.O. Box 23,<br>Hunsey, Yolo Co.              | D-R <i>ab</i> | 3     | 4141   | 2215       |  |  |
| Luckel, Frank<br>1036 Savoy St.<br>San Diego 7                    | R <i>no</i>   | 76    | 4134   | 4214       |  |  |
| MacBride, Thomas J.<br>519 Forum Bldg.,<br>Sacramento             | D-R           | 8     | 6011   | 4864       |  |  |
| Marsh, William F.<br>7743 Irvine Ave.<br>No. Hollywood            | R             | 42    | 3140   | 4350       |  |  |
| Masteron, S.C.<br>5800 Castro Rd.<br>El Sobrante                  | D-R           | 11    | 4009   | 4651       |  |  |
| McCollister, Richard H.<br>77 Highland Ave.<br>San Rafael         | R             | 7     | 3173   | 4929       |  |  |
| McGee, Patrick D.<br>17071 Ventura Blvd.<br>Encino                | R <i>no</i>   | 64    | 4121   | 5102       |  |  |
| McMillan, Lester A.<br>3690 Wilshire Blvd., #529<br>Los Angeles 5 | D             | 61    | 3142   | 3165       |  |  |
| Meyers, Charles H.<br>579 Wildwood Way<br>San Francisco 12        | D             | 19    | 3154   | 2484       |  |  |
| Miller, Allen<br>205 Mission Bldg.<br>San Fernando                | D             | 41    | 4175   | 4331       |  |  |

Copied from originals in The Bancroft Library for reference use only.  
 Copies may not be deposited in other libraries or institutions without  
 express permission. Please return all copies to The Bancroft Library  
 upon completion of your research. Permission to reproduce in full or  
 in part must be obtained in writing from Access Services, The  
 Bancroft Library, University of California, Berkeley, California, 94720.



| NAME & HOME ADDRESS  | PARTY       | * 4 *<br>DIST. | OFFICE # | PHONE EXT. |  |  |
|--|-------------|----------------|----------|------------|--|--|
| Munnell, William A.<br>908 S. Atlantic Blvd.<br>Los Angeles 22 | D           | 51             | 4155     | 2966       |  |  |
| Melsen, Roy J.<br>1555 13th Ave.<br>Sacramento                 | R           | 9              | 3113     | 5103       |  |  |
| Misbet, Eugene G.<br>200 E. 13th St., Upland                   | D           | 72             | 6007     | 4359       |  |  |
| McConnell, John A.<br>1095 Market St.<br>San Francisco 3       | D-R         | 23             | 4098     | 3420       |  |  |
| Pattee, Alan G.<br>135 Corral de Tierra Rd.<br>Salinas         | R-D         | 34             | 4154     | 3069       |  |  |
| Porter, Carley V.<br>401 W. Palmer Ave.<br>Compton 4           | D           | 69             | 4177     | 3741       |  |  |
| Rees, Thomas H.<br>1135 S. Beverly Dr.<br>Los Angeles 35       | D           | 59             | 6007     | 3754       |  |  |
| Rumford, Wm. Byron<br>1500 Stuart St.<br>Berkeley 3            | D-R         | 17             | 3098     | 4857       |  |  |
| Schrade, Jack<br>119 N. Magnolia Ave.<br>El Cajon              | R <i>no</i> | 80             | 4004     | 3758       |  |  |
| Sedgwick, Harold T.<br>1359 Myers St.<br>Oroville              | R           | 4              | 3113     | 2989       |  |  |
| Shell, Joseph C.<br>611 S. Muirfield Rd.<br>Los Angeles 5      | R <i>no</i> | 58             | 4167     | 2659       |  |  |
| Stewart, A.I.<br>856 S. El Molino Ave.<br>Pasadena 5           | R <i>no</i> | 47             | 3151     | 5398       |  |  |
| Summer, Bruce<br>2324 Alona St., Santa Ana                     | R           | 74             | 3123     | 5023       |  |  |
| Thelin, Howard, J.<br>500 No. Brand Blvd.<br>Glendale          | R <i>no</i> | 43             | 4014     | 3603       |  |  |
| Thomas, Vincent<br>526 N. Hanford Ave.<br>San Pedro            | D           | 68             | 4114     | 4583       |  |  |
| Unrah, Jesse H.<br>4215 Ninth Ave., L.A.                       | D           | 65             | 6003     | 3636       |  |  |
| Weinberger, Caspar W.<br>3477 Pacific Ave., S.F.               | R-D         | 21             | 4017     | 4383       |  |  |
| Wilson, Charles H.<br>2106 W. 78th Pl., L.A.                   | D-R         | 66             | 4154     | 5147       |  |  |
| Winton, Gordon H., Jr.<br>143 W. 20th St.<br>Merced            | D           | 31             | 3146     | 3244       |  |  |

Copied from original in The Bancroft Library for reference use only  
 Copies may not be deposited in other libraries or institutions without  
 express permission. Please return all copies to The Bancroft Library  
 upon completion of your research. Permission to reproduce in full  
 in part must be obtained in writing from: AOC: Services  
 Bancroft Library, University of California, Berkeley, California, 94720



On the FEPC Bill, AB 2000 - March 26, 1957

Those voting for the FEPC Bill: (eleven votes)

NAME - ADDRESS - PARTY DISTRICT

Chairman: Ralph M. Brown (D) 30  
 P.O. Box 1292, Modesto

Vice-Chairman:

John A. Dusterud (R) 22  
 201 Edgewood Ave., SF

Those absent: (two)

Carlos Bee (D) 13  
 1784 Fairview Ave., *Hayward* ~~Richmond~~

Harold Sedgwick (R) 4  
 1359 Myers St., Oroville

William Biddick, Jr. (D) 12  
 104 W. Mariposa, Stockton

Albert I. Stewart (R) 47  
 856 So. El Molino Ave.  
 Pasadena

Frank G. Bonelli (D) 52  
 2621 E. Gage Ave.  
 Huntington Park

Rex H. Cunningham (D) 37  
 1558 E. Main St., Ventura

Edward E. Elliott (D) 40  
 1171 No. Miller Ave.  
 Los Angeles

Ernest Geddes (R) 49  
 560 Harrison Ave., Claremont

James L. Holmes (R) 36  
 P.O. Box 321, Santa Barbara

Lester A. McMillan (D) 61  
 2771 Forrester Dr., L.A.

Gordon H. Winton, Jr. (D) 31  
 143 W. 20th St., Merced

Those voting against FEPC: (three votes)

Harold K. Levering (R) 60  
 900 Moraga Dr., L.A.

Frank Luckel (R) 78  
 1036 Savoy, San Diego

Clark L. Bradley (R) 28  
 1616 Hedding St., San Jose

*Voting for -*  
*Rep. - - - 3*  
*Dem. - - - 8*

*Against,*  
*Rep. - - - 3*  
*Absent -*  
*Rep. - - - 2*

*Comm. consist of*  
*8 + 8.*

It will be very appropriate for you to thank the yes votes.



C O P Y

R E S O L U T I O N

C O P Y

Whereas; The American Legion always has and always will be interested in the welfare of all the people, regardless of race religion, creed color, national origin or ancestry,

And Whereas; Assembly Bill 2000 which creates an act to add part 4.5 (commencing with section 1410) to division two of the labor code of the State of California, relating to practices of discrimination in employment and otherwise against persons because of race, religion, creed, color, national origin or ancestry,

And Whereas; Assembly Bill 2001 creates an act making appropriations relating to this Bill,

And Whereas; the passage of this Bill 2000 and Bill 2001, reiterates the American Legion stand, the great principles of Freedom, Democracy, Loyalty and Justice and also assist in combatting the autocracies of both the classes and the masses,

Now Therefore be it Resolved; The the Tulare County Council, the American Legion, Department of California, in meeting assembled, this 13th day of March, 1957, in Visalia, California, does hereby urge the passage of the two Bills.

Be it further Resolved; That copies of this resolution be sent to State Senator Howard Williams and Assemblyman Myron Frew, and urge them to support these two bills to the greatest possible extent.

# # #

Similar resolution passed by Sierra Post, American Legion, in Visalia, March 15, 1957.

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720



Rep. 18  
 Sen. 12

1957 Assembly Ways and Means Committee

| NAME & ADDRESS (PARTY)  | DIST. # | NAME & ADDRESS (PARTY)                                    | DIST. # |
|---|---------|---|---------|
| <u>Chairman:</u> Thomas W. Caldecott (R)<br>2965 Magnolia St.<br>Berkeley | 18      | Thomas W. Erwin (R)<br>1016 W. Willow Ave., Puente        | 50      |
| <u>Vice Chairman:</u> Lloyd W. Lowrey (D)<br>P.O. Box 23, Rumsey          | 3       | Ernest R. Geddes (R)<br>560 Harrison Ave., Claremont      | 49      |
| Ralph H. Brown (D)<br>P.O. Box 1292, Modesto                              | 30      | William W. Hansen (R)<br>3435 S. Walnut Ave., Fresno      | 33      |
| Dorothy H. Donahoe (D)<br>2403 La Siesta Dr., Eakersfield                 | 38      | Herbert R. Klocksiem (R)<br>2971 Caspian Ave., Long Beach | 44      |
| Edward H. Gaffney (D)<br>295 Sanchez St., San Francisco                   | 24      | Frank Lanterman (R)<br>4420 Encinas Dr., La Canada        | 48      |
| Augustus F. Hawkins (D)<br>220 E. 46th St., Los Angeles                   | 62      | Francis C. Lindsay (R)<br>P.O. Box 463, Loomis            | 6       |
| Wallace D. Henderson (D)<br>3643 Kerckhoff Ave., Fresno                   | 32      | S.C. Masterson (D)<br>3605 MacDonald Ave., Richmond       | 11      |
| Thomas J. MacBride (D)<br>Forum Bldg., Sacramento                         | 8       | Carley V. Porter (D)<br>401 W. Palmer Ave., Compton       | 69      |
| Lester A. McMillan (D)<br>2771 Forrester Dr., Los Angeles                 | 61      | Thomas H. Reese (D)<br>424 S. Holt Ave., Los Angeles      | 59      |
| Caspar Weinberger (R)<br>3477 Pacific Ave., San Francisco                 | 21      | Jack Schrade (R)<br>119 W. Magnolia Ave., El Cajon        | 80      |
| Bruce F. Allen (R)<br>160 W. Cypress Ave., San Jose                       | 29      | Joseph D. Shell (R)<br>611 S. Blairfield Rd., Los Angeles | 58      |
| Jack A. Beaver (R)<br>635 Orchard Dr., Redlands                           | 73      |   |         |
| Carlos Bee (D)<br>1784 Fairview Ave., Hayward                             | 13      |   |         |
| Frank P. Bolzetti (R)<br>P.O. Box 1025, Eureka                            | 1       |   |         |
| John L.E. Collier (R)<br>5332 Hillmont Ave., Los Angeles                  | 54      |   |         |
| Charles J. Conrad (R)<br>13444 Moorpark St., Sherman Oaks                 | 57      |   |         |
| Gleim E. Coolidge (R)<br>P.O. Box 308, Felton                             | 27      |   |         |



# CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

## SOUTHERN HEADQUARTERS

Room 903  
112 WEST 9TH STREET  
LOS ANGELES  
NORMANDY 2-1148

## NORTHERN HEADQUARTERS

LABOR TEMPLE - ROOM 206  
2940 - 16TH STREET  
SAN FRANCISCO  
MARKET 1-7742

**Chairman**  
C. L. Dellums

**Treasurer**  
Mrs. Josephine Duveneck

**Secretary**  
William Becker

**Co-Chairmen**  
Nathaniel S. Colley  
John Despol  
C. J. Haggerty

Rt. Rev. Msgr. Thomas J. O'Dwyer  
Judge Isaac Pacht  
Irving Rosenblatt, Jr.  
Edward Roybal

### Committee of Sponsors

Susan D. Adams  
Mrs. George A. Applegarth  
Frank Barnes  
Jefferson Beaver  
George A. Beavers, Jr.  
Ernest Besig  
Jack L. Blaine  
Dr. Louis Bloch  
Eugene Block  
Amerigo Bozzani  
Mrs. Henry Robert Braden  
Wesley Brazier  
Berge Bulbulian  
Charles F. Cahill  
William C. Carroll  
Mrs. Susie Clifton  
George D. Collins, Jr.  
Jesse C. Colman  
Alan Crenston  
Laurance L. Cross  
Mrs. Margaret Cruz  
Frank Espina  
Mrs. John A. Flick  
John Anson Ford  
B. Scott Foster  
Edward M. Gaffney  
Jack L. Goldberg  
Henry F. Grady  
Frank R. Havenner  
Egbert M. Hayes  
Edward H. Heller  
Roland J. Henning  
Glenn E. Hoover  
Edward Howden  
Dr. Claude H. Hudson  
Charles James  
Charles B. Johnson  
Edgar M. Kahn  
Joseph Kennedy  
Roger Kent  
Daniel Koshland  
Mrs. Joseph Kurutz  
Tats Kushida  
Ernest R. Lilienthal  
Manuel A. Maldonado  
Tom Maloney  
Seaton W. Manning  
Stuart L. McClure  
Mrs. Lucy McWilliams  
Lee Merriwether  
Loren Miller  
Royd Ming  
Max Mont  
James E. Murray  
Jerry Nemer  
Thomas Neusom  
John O'Connell  
Gerald J. O'Gara  
Timothy I. O'Reilly  
Paul O'Rourke, M. D.  
J. Clayton Orr  
Edgar D. Osgood  
I. H. Prinzmetal  
Mrs. Sven Reher  
George R. Reilly  
Geo. Rice  
Anthony Rios  
Dr. E. I. Robinson  
Mrs. Edward Roodberg  
Charles T. Root  
David Rosen  
William Rosenthal  
William M. Roth  
Bert Rule  
Edwin A. Sanders  
Dr. Harvey J. D. Seifert  
Milton A. Senn  
Philip Skornek  
Charles J. Smith  
Joseph E. Smith  
Lionel Steinberg  
William Strong  
Benj. H. Swig  
Louis A. Tabak  
George L. Thomas  
Richard M. Thomas  
Clarence E. Todd  
Matthew Tobriner  
Dr. Kazuo Togasaki  
Mrs. Nion Tucker  
Leo Vie  
Meyer Weintraub  
Dan West  
Franklin H. Williams  
Mrs. Josephine M. Williams  
Dr. Thomas Wu  
David Ziskind

(For special section of  
Labor and Religious Leaders  
see other side)

*Copied from originals in The Bancroft Library. Please use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720*

April 5, 1957

To all FEPC supporters:

We have met the first test and we have won. The Assembly's Committee on Governmental Efficiency and Economy gave the FEPC Bill AV 2000 a favorable vote by a big 11 to 3 margin.

Please write the Assemblymen on this Committee, especially if he is from your district. Enclosed is list on this vote.

Be sure to THANK the men who voted to support FEPC.  
If he voted NO urge him to change his mind.

This is only this first step. On Monday, Apr. 8 the Assembly Ways and Means Committee will provide AB 2000 with its second hurdle. Write and wire these Assemblymen immediately urging their favorable consideration. Enclosed is list of this Committee. All Assemblymen may be addressed at: State Capitol, Sacramento, Calif. The phone there is: GILbert 2-4711.

Please send us copies of the responses you receive.

Please send in your credentials for the Sacramento Conference right away. We need to process them before the April 13, 14 and 15th Sessions of our Conference in Sacramento.

**FLASH:** We have just received word from a number of our friends in Sacramento that local Chambers of Commerce are putting on a big pressure drive against FEPC with the Assemblymen in an attempt to kill AB 2000 in the Assembly. This makes more urgent your letters, NOW and your delegation to the Conference.

Sincerely,

*William Becker*  
William Becker, Secretary

WB:pl  
enc. (3)



#### LABOR LEADERS:

GILBERT C. ANAYA, International Representative, United Steel Workers of America  
WILLIAM ANDERSON, Field Manager, Hod Carriers, Building and Common Laborers, Local 300  
PETER A. ANDRADE, Director, Western Cannery Council, Teamsters  
JACK T. ARNOLD, Vice-President, California State Federation of Labor  
SIGMUND ARYWITZ, Director Public Relations and Education, Pacific Coast ILGWU  
ROBERT S. ASH, Secretary, Alameda County Central Labor Council and Vice-President, California State Federation of Labor  
C. R. BARTALINI, Executive Secretary, Bay Counties District Council of Carpenters  
W. J. BASSETT, Secretary-Treasurer, Los Angeles Central Labor Council, AFL  
CHARLES BIOLETTI, Regional Director, Reg. 6, United Automobile Workers  
ROY M. BROWN, National General Vice-President, International Association of Machinists, AFL  
JACK BRUHL, Vice-President, California CIO State Council, Hercules  
HAROLD E. CHANDLER, Business Representative, Local 52, Laundry Workers International Union  
JOE W. CHAUDET, Typographical Union, Local No. 36  
J. L. CHILDERS, Business Representative, Alameda County Building Trades Council  
J. J. CHRISTIAN, Executive Secretary, Los Angeles Building Trades Council  
ROBERT R. CLARK, Assistant Director, District 38, United Steel Workers of America  
LUTHER M. DANIELS, Executive Vice-President, Service and Maintenance Employees, Local No. 399  
JOHN DIAL, Chairman, Fair Practices Committee, Greater Los Angeles CIO Council  
MANUEL DIAS, President, California CIO Industrial Union Council  
SAM B. EUBANKS, Vice-President, California CIO Council, San Francisco  
DANIEL V. FLANAGAN, AFL-CIO Director for California and Nevada  
EVERARD J. FRANKLIN, International Representative, UAW, CIO  
JOHN T. GARDNER, Vice-President, State Federation of Labor, Los Angeles  
ROBERT GIESICK, Vice-President, California State Federation of Labor, Redding  
JACK GOLDBERGER, President, San Francisco Labor Council, Vice-President, California State Federation of Labor  
S. G. GOODMAN, Financial Secretary, International Association of Machinists, No. 311  
C. AL GREEN, Vice-President, California State Federation of Labor, Modesto  
ALBIN J. GRUHN, Vice-President, California State Federation of Labor, Eureka  
GEORGE HARDY, International Vice-President, Building Service Employees' Union  
JOHN F. HENNING, Education and Research Director, California State Federation of Labor  
ARTHUR K. HUTCHINGS, Executive Secretary, Gabriel Valley Central Labor Council  
GEORGE JOHNS, Secretary, San Francisco Labor Council  
PAUL L. JONES, Secretary-Treasurer, Construction & General Laborers, Local 304, and Vice-President, California State Federation of Labor, Oakland  
ALBERT L. LUNCEFORD, Secretary-Treasurer, Greater Los Angeles CIO Council  
JENNIE MATYAS, International Vice-President, International Ladies Garment Workers Union  
C. T. McDONOUGH, International Vice-President, Hotel, Restaurant and Bartenders Union  
ROBERT J. O'HARE, Vice-President, California State Federation of Labor, Santa Monica  
PHILIP O'ROURKE, National Vice-President, American Radio Association  
SAMUEL OTTO, West Coast Director, International Ladies Garment Workers Union  
THOMAS PITTS, President, California State Federation of Labor  
WILLIAM POLLARD, General Organizer, Dining Car Cooks and Waiters  
JEROME POSNER, Manager, Los Angeles Joint Board, Amalgamated Clothing Workers  
HOWARD REED, Vice-President, California State Federation of Labor, Martinez  
WOODROW REDO, Vice-Chairman, Fair Practices Committee, Greater Los Angeles CIO Council  
J. J. (ROD) RODRIGUEZ, Business Representative, Butchers Union, No. 563  
CHARLES L. SMITH, Director, District 38, United Steelworkers of America  
JOHN SNIDER, President, District Lodge 727, International Association of Machinists  
PAT SOMERSET, President, State Theatrical Alliance, and Vice-President, California State Federation of Labor  
ISIDOR STENZOR, Manager, Los Angeles Cloak Joint Board, ILGWU  
THELMA THOMAS, Director, AFL Voters League, Los Angeles  
L. B. THOMPSON, Secretary-Treasurer, Los Angeles Local, Brotherhood of Sleeping Car Porters  
EDWARD S. TURNER, National Vice-President, Seafarers International Union  
RONALD T. WEAKLEY, Business Manager, Local 1245, IBEW  
HELEN WHEELER, President, Miscellaneous Workers, Local No. 110  
JAMES M. WHITE, President, Los Angeles Local, Brotherhood of Sleeping Car Porters  
HERBERT H. WILSON, Vice-President, California CIO Council, Los Angeles

#### RELIGIOUS LEADERS:

REV. DONALD H. BALDWIN, Santa Rosa  
REV. HAMILTON BOSWELL, San Francisco  
RABBI ELLIOT M. BURNSTEIN, San Francisco  
REV. HOWARD C. BUSCHING, San Francisco  
REV. H. B. CHARLES, Los Angeles  
REV. DON M. CHASE, Crescent City  
REV. WILBUR CHOY, Stockton  
PROF. GEORGE H. COLLIVER, Stockton  
REV. NORMAN L. CONRAD, San Francisco  
REV. GERALD F. COX, Oakland  
REV. FRANK CRANE, Los Angeles  
REV. D. C. CRUMMEY, Stockton  
REV. MAURICE A. DAWKINS, Los Angeles  
MOST REV. HUGH A. DONOHUE, San Francisco  
REV. DONALD FELLERS, Hughson  
RABBI ALVIN FINE, San Francisco  
REV. DR. HAROLD N. GEISTWEIT, Oakland  
REV. HOWARD GREENWALT, Modesto  
REV. EMERSON G. HANGEN, Long Beach  
WM. C. JAMES, Berkeley  
REV. CORRELL JULIAN, Exeter  
REV. ANDREW JUVINALL, San Bruno  
REV. ROBERT KERSEY, Los Angeles  
REV. WENDELL B. KRAMER, Modesto  
REV. DAVID MacMURDO, Sacramento  
THE VERY REV. JAMES M. MALLOCH, Fresno  
REV. HARRY C. MESERVE, San Francisco  
RABBI MAX NUSSBAUM, Los Angeles  
REV. DR. ROBERT PANZER, Sacramento  
BISHOP EDWARD PARSONS, San Francisco  
REV. ROBERT B. SANFORD, Willows  
REV. JACK SHAFFER, Los Angeles  
REV. JOHN G. SIMMONS, North Hollywood  
REV. JOHN R. SPITLER, Berkeley  
RABBI WM. M. STERN, Oakland  
REV. NORMAN W. TAYLOR, South Gate  
REV. DR. DILLON W. THROCKMORTON, Tulare  
REV. ERNEST J. TROUTNER, Redding  
REV. GEORGE WARMER, JR., Oakland  
REV. CHARLES L. WARREN, D.D., Oakland  
REV. KENNETH WATSON, Tujunga  
RABBI SAUL E. WHITE, San Francisco  
REV. LEWIS A. WHITEHEAD, Modesto  
REV. JOHN WILKINS, San Mateo  
REV. GILBERT S. ZIMMERMAN, Los Angeles

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720



MEMO from: **Lester P. Bailey, Field Secretary**  
Copied from originals in the Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720

**West Coast Regional Office NAACP**  
**690 Market Street**  
**San Francisco, California**

1957

**THIS IS HOW YOUR ASSEMBLYMAN VOTED ON MONDAY, APRIL 15, ON AN FEP LAW  
FOR CALIFORNIA (ASSEMBLY BILL 2000)**

**CHECK HIS NAME AND HIS VOTE**

**THANK HIM FOR A "YES" VOTE AND REGISTER YOUR DISPLEASURE FOR A "NO" VOTE.**  
**(Address for all Assemblymen: Assembly Office Bldg., Sacramento, Calif.)**

**Assemblymen Voting "Yes" on FEP**

|                   |                      |                               |
|-------------------|----------------------|-------------------------------|
| Allen, Bruce F.   | Doyle, Donald D.     | McMillan, Lester              |
| Allen, Don A.     | Elliott, Edward      | Meyers, Charles W.            |
| Backstrand, L. M. | Frew, Myron          | Miller, Allen                 |
| Beaver, Jack      | Gaffney, Edward      | Munnell, William              |
| Bee, Carlos       | Geddes, Ernest R.    | Nielsen, Roy J.               |
| Belotti, Frank    | Geddes, Samuel R.    | Nisbet, Eugene                |
| Biddick, William  | Grant, W. S.         | O'Connell, John               |
| Bonelli, Frank    | Hanna, Richard       | Pattee, Alan                  |
| Britschgi, Carl   | Hansen, William      | Porter, Carley V.             |
| Brown, Ralph      | Hawkins, Augustus    | Rees, Thomas                  |
| Burton, Phillip   | Henderson, Wallace   | Rumford, W. Byron             |
| Busterud, John    | Holmes, James        | Sedgwick, Harold              |
| Caldecott, Thomas | House, Leverette     | Sumner, Bruce                 |
| Coolidge, Glenn   | Johnson, Seth        | Thomas, Vincent               |
| Crawford, George  | Kelly, H. W.         | Unruh, Jesse                  |
| Crown, Robert     | Kilpatrick, Vernon   | Weinberger, Casper            |
| Cunningham, Rex   | Lindsay, Francis     | Wilson, Charles H.            |
| Dahl, Walter      | MacBride, Thomas J.  | Winton, Gordon                |
| Davis, Pauline    | Marsh, William       | Mr. Speaker (Lincoln, Luther) |
| Dills, Clayton    | Masterson, S. C.     |                               |
| Donahoe, Dorothy  | McCollister, Richard |                               |

**Assemblymen Not Voting on FEP**

|                  |                |
|------------------|----------------|
| Doyle, Thomas J. | Francis, Louis |
| Erwin, Thomas    | Lowrey, Lloyd  |

**Assemblymen Who Voted "NO" on FEP**

|                    |                  |
|--------------------|------------------|
| Bradley, Clark     | Levering, Harold |
| Burke, Montivel    | Luckel, Frank    |
| Chapel, Charles E. | McGee, Patrick   |
| Collier, John      | Schrade, Jack    |
| Conrad, Charles    | Shell, Joseph    |
| Hegland, Sheridan  | Stewart, Albert  |
| Klocksiam, Herbert | Thelin, Howard   |
| Lanterman, Frank   |                  |

**WRITE YOUR LETTER OR POSTAL CARD TODAY -- GET OTHERS TO WRITE**

1957



ASSEMBLY COMMITTEE ON WAYS AND MEANS

1957

| REPUBLICANS                          | 1955 | 1957 |
|--------------------------------------|------|------|
| Allen, B. F.                         | A ✓  | F    |
| Beaver, J. A.                        | F    | F    |
| Bellotti, Frank P.                   | A ✓  | F    |
| <del>Casey</del><br>Caldecott, T. W. | A ✓  | F    |
| Clocksien, H. R.                     | A    |      |
| Collier, J. L. E.                    | A ✓  | A    |
| Conrad, C. J.                        | A ✓  | A    |
| Coolidge, G. E.                      | Ab.  |      |
| Erwin, T. M.                         | Ab.  |      |
| Gettes, E. R.                        |      |      |
| Hansen, W. W.                        | A ✓  |      |
| <del>Klocke</del><br>Lanterman, F.   | A ✓  | A    |
| Lindsay, F. C.                       |      |      |
| Schrade, J.                          | A ✓  | A    |
| Shell, J. C.                         | A ✓  | A    |
| Weinberger, C. W.                    | F    |      |

| DEMOCRATS        | 1955 | 1957 |
|------------------|------|------|
| Bee, C.          | F ✓  |      |
| Brown, E. M.     | F    |      |
| Donahue, D. M.   | F ✓  |      |
| Gaffney, E. M.   | F ✓  |      |
| Hawkins, A. F.   |      |      |
| Henderson, W. D. | F ✓  |      |
| Lowrey, L. W.    | Ab.  |      |
| Masterson, S. C. | F ✓  |      |
| McBride, T. J.   |      |      |
| McMillan, L. A.  | Ab.  |      |
| Porter, C. V.    | Ab.  |      |
| Rees, T. M.      |      |      |

Hegland A

Lyon

A ✓

Voting against, 1955

Rep. --- 11

Dem. --- 1

Voting for, 1955

Rep. --- 3

Dem. --- 6

Absent in 1955 -

Rep. --- 4

Dem. --- 3

Voting for  
1957

Rep. ---  
Dem. ---

Voting Against

Rep. ---  
Dem. ---



ASSEMBLY COMMITTEE ON WAYS AND MEANS  
1957

| <u>REPUBLICANS</u> | <u>1955</u> | <u>1957</u> | <u>DEMOCRATS</u> | <u>1955</u> | <u>1957</u> |
|--------------------|-------------|-------------|------------------|-------------|-------------|
| Allen, B. F.       | F           |             | Bee, C.          | F           |             |
| Beaver, J. A.      | F           |             | Brown, E. M.     | F           |             |
| Bellotti, Frank P. | A           |             | Donahue, D.M.    | F           |             |
| Caldecott, T. W.   | F           |             | Gaffney, E.M.    | F           |             |
| Clocksien, H. R.   | A           |             | Hawkins, A.F.    |             |             |
| Collier, J.L.E.    | A           |             | Henderson, W.D.  | F           |             |
| Conrad, C. J.      | A           |             | Lowrey, L.W.     | Ab.         |             |
| Coolidge, G. E.    | Ab.         |             | Masterson, S.C.  | F           |             |
| Erwin, T. M.       | Ab.         |             | McBride, T.J.    |             |             |
| Gettes, E. R.      |             |             | McMillan, L.A.   | Ab.         |             |
| Hansen, W. W.      | A           |             | Porter, C.V.     | Ab.         |             |
| Lanterman, F.      | A           |             | Rees, T.M.       |             |             |
| Lindsay, F. C.     |             |             |                  |             |             |
| Schrade, J.        | A           |             |                  |             |             |
| Shell, J. C.       | A           |             |                  |             |             |
| Weinberger, C. W.  | F           |             |                  |             |             |

Copied from originals in The Bancroft Library for reference use only  
Copies may not be deposited in other libraries or institutions without  
express permission. Please return all copies to The Bancroft Library  
upon completion of your research. Permission to reproduce in full or  
in part must be obtained in writing from Access Services, The  
Bancroft Library, University of California, Berkeley, California, 94720