

Carton 11:38 THE BROTHERHOOD OF SLEEPING CAR PORTERS

Fair Employment Practice Commission
Correspondence

1953 N.D.

2017/193

April 27, 1959

Mr. Augustus F. Hawkins, Assemblyman
State of California
State Capital Building
Sacramento, California

Dear Gus:

I recall now that you had not arrived when we opened our conference with the Governor. I don't know whether or not anyone got around to explaining to you what happened. At any rate, after the pictures were taken and we were leaving the Governor's office Byron came to me and asked if I thought it would be advisable for us to try and talk with the Governor as soon as possible, about the "type" of persons who should be appointed to administer the law. I thought it was a good suggestion, so Byron and myself went over to the Governor and made the suggestion to him, he agreed and after checking his calendar suggested that we come back at 1:30 that same day. At the time we only had in mind the State Committee Leadership plus you and Byron. I recall some of you had gone so we told Byron to have his office call us and notify you and we sent Max and Frank out to find Neil Haggerty and notify him. The Governor later suggested that Miller and Richards should also be present and his office invited them. So we started talking with the Governor in general terms, but he himself asked if we had someone in mind for the Chief and I told him yes, we would like to have Bill Becker.

The Governor told us that he would like to talk with us some more before any appointments were actually made, but that he also thought we ought to keep the four legislators posted on our thinking because in the final analyses he was going to lean more on the four legislators and our committee than any other source and that since the four legislators are always available that they more than likely would have the final say.

Our committee had already agreed on Bill Becker for the position of Chief and after the conference with the Governor they raised the question of my appointment as a commissioner.

Mr. Augustus Hawkins

April 27, 1959

-2-

I hadn't thought of it and was a little reluctant, but the other members of the committee were unanimous, so I decided that I would go ahead and apply then. 'herefore, you can see the part you will play in this and its my thinking that if you and Byron get together on this or any other appointment in connection with F.E.P. and can get Miller and Richards to go along with you that the Governor will most certainly agree.

Sincerely yours,

C. L. Dellums

CLD:jb

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1716 7th Street
Oakland, Calif.

March 27, 1959

Mr. J. Eugene McAteer, State Senator
State of California
State Capital
Sacramento, California

Dear Senator McAteer:

As you know, you Senators are being stampeded with a certain F.E.P. amendments. These amendments are designed to weaken the present bill. They are master-minded by the four men responsible for crippling the original bill in San Francisco, after it had been voted for 7 to 4, on the first reading. Ed Osgood, an honorable man, became convinced that the Employer's Organization would circulate a referendum. He started talking with Adrian Falk who said that if the people sponsoring the bill would agree to certain amendments he, Mr. Falk, had in mind that he believed he could persuade the employers not to circulate the referendum. Irving Rosenblatt and Terry Francios fell for this threat and went along with these weakening amendments.

These same four men are responsible for the weakening amendments now being "sold" to some of the Senators. Believe me Senator, you have been misinformed when you were told that the minorities in San Francisco are satisfied or even that the bill is working splendidly. I do not question the honesty or sincerity of these later three men, but they certainly have panicked. They believe that the employers groups will circulate a referendum unless the bill is weakened measurably. Our State Committee doesn't believe that the employers will circulate a referendum, or if they do, that they may not succeed in getting sufficient signatures and finally if they do that they will not win. Our State Committee has taken the position and even if we KNEW they were going to circulate the referendum we would not yield to this blackmail. I believe you will agree with me Senator that California can not afford to yield to the blackmail threat of a referendum. If they resort to the referendum I am sure you know who will oppose it and I am sure you know which party will ignore it and I feel confident that such a referendum will kill the Republican party in California for a generation.

Mr. J. Eugene McAteer, Senator (2)

March 27, 1959

Therefore, I appeal to you to support our state-wide committee by only supporting the amendments that we have agreed to. Incidentally, we agreed to the per diem commission that you recommended, however, we think the Chief of the commission ought to be on the par with the other State Departments and be a full time man, a non-voting man over and above the five other commissioners.

Very sincerely yours,

C. L. Dellums

CLD: Jb

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

March 12, 1959

TO: FEPC Supporters

REPORT: The officers of this Committee met on the morning of March 9th, reviewed all of the amendments to our FEPC bill which had come to our attention and voted to stay with our position of no amendments.

The Senate Labor Committee held hearings on the Rumford Bill, AB #91, in the afternoon of March 9th, but it will not make its final decision until Monday, March 16th because they need this week to consider and work on amendments which were suggested by other legislators, special interest groups and opposition forces. The Labor Committee agreed on March 9th to the following changes:

-----making the FEP Commissioners part-time (paid per day), instead of full-time (on an annual salary).

-----placing the FEP Commission in the Dept. of Industrial Relations.

-----exempting from FEPC coverage some agricultural workers (those living on the ranch). This was done by a vote of 4 to 3, after we had won on a vote to exclude all farm workers.

-----some minor changes in technical language.

In addition, conferences this week will consider over 50 amendments which have been thrown at our bill. Those offered by employer groups and some of those offered by Senator Gibson (D), would seriously limit the laws effectiveness.

' In the face of this avalanche of amendments, '
' your active cooperation now is crucial. '

Contact the members of the Senate Labor Committee and urge resistance to any weakening amendment.

Contact your own State Senator and urge support for the Rumford Bill, AB #91 as it was passed by the Assembly.

Contact the members of the Senate Finance Committee and urge their support of AB #91 without amendments. Because it controls appropriations the Finance Committee is very important. The

TO: FEPC Supporters

- 2 -

Senators on it are listed on page four of the Roster we sent you. Many on the Finance Committee were not supporters of FEPC in the past.

Please send us copies of all replies.

Sincerely,

William Becker
William Becker
Secretary

NOTE: Assembly Bill #890 by Hawkins aimed at ending discrimination in government-assisted housing was considered by the Assembly Committee on Government Efficiency and Economy on March 10th and was sent to the floor of the Assembly with a "do pass" vote without any opposition.

This is only the first step.

Your Assemblyman needs to know that you favor AB #890.

W.B .

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

Mr. C. L. Dellums
1716 - 7th Street
Oakland, California

January 22, 1959

Dear Officer:

As per the agreement at our meeting of January 6th, I am enclosing for your examination, copies of several bills in the Civil Rights Field. The basic question on which I hope you will communicate with me is whether or not you feel this committee should give support on these bills in such cases as may be feasible at the present time, without detracting from FEPC as our No. 1 priority. The bills enclosed are:

A.B. #7 Which are bills to repeal the Antislavery-
and nation Statute, which was ruled unconstitutional by the Courts.

A.B. #113 which adds a section to the Community Re-
development Law that there be no
discriminatory restrictions on property
developed under that law.

A.B. #143 which prohibits discrimination because of
age. This is a question we have not dis-
cussed recently in regard to its relation-
ship to FEPC Bills, and which is covered
by the FEPC Laws in some states, but not
in others.

A.B. #155 whose additional wording is intended to
extend the application of the bar against
discrimination in public accommodations.

A.B. #204 which also deals with public accommoda-
tions but which adds religion to the
present terms of race or color.

I would appreciate hearing from you on these questions in about a week. If I do not hear from you, I will assume you have no objections to our being concerned with these bills. If you do have objections, we will discuss them before taking action.

Faternally yours,

Bill Becker

William Becker
Secretary

WBts
oefu-3-afl-cio

April 24, 1958

Reverend Asa J. Davis, President
San Francisco Branch, N.A.A.C.P.
179 Victoria
San Francisco, California

Dear Reverend Davis:

I would like to suggest that you send a letter to some leading or active Negro Democrat there in San Francisco and ask him to get together a committee of Democrats, mostly or all Negroes and arrange a conference with the candidate for State Senator and ask him for two commitments. First, if he is elected will he work for and vote for a strong Fair Employment Practices Bill and secondly, will he introduce and work for such a Bill if by chance he is requested to do so by the California Committee for F.E.P., which was organized by and is controlled and directed by the N.A.A.C.P.

Now I would also suggest that you get some leading Negro Republican to get together a similar committee and see if they can get the same commitments out of the Republican candidate running against the Democrat candidate. I would appreciate it very much if you would keep me informed of the response you get from these letters.

Very sincerely yours,

C. L. DELLUMS, Chairman
California Committee for F.E.P.
1716-7th Street
Oakland 20, California

P.S. For your information I might call your attention to the fact that last year when our Bill came to a vote in the Senate, 18 Republicans voted, 15 voted against it and only 6 for the Bill. 16 Democrats voted, 10 voted for the Bill and 6 against it.

Lobby
starts
Senate
Candidate

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4/24/52

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R. J. Reynolds, Deputy City Atty. ✓
City Attorney's Office
Cith Hall
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Dr. Arthur H. Coleman ✓
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Mrs. Connie Delgado ✓
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San Francisco, California

Mrs. Sara Toler Blagburn ✓
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Mrs. Augustine Nurse ✓
19 Margaret Street
San Francisco, California

Dr. C. B. Goodlett ✓
1845 Fillmore Street
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William Becker

May 6, 1955

Urgent - - - Immediate Attention:

When the Assembly Ways and Means Committee first considered our Bill, AB 971 on May 2nd, they gave us only 9 votes, not enough to pass.

BUT THIS IS NOT THE END OF THE ROAD. Assemblyman Rumford has served notice that he was going to call the Bill out of committee by a floor vote. In addition he and others are demanding that the Ways and Means Committee again consider AB 971 and this time give it a "Do Pass". It is therefore crucial that you immediately get every possible group and individual in your area to work to make sure that your Assemblyman knows that the voters in his district want FEPC.

Contact all the other organizations first. Arrange for a joint planning committee meeting this week.

Contact all of your members. Do not wait for your next meeting if it is more than three days away. Use the phone.

All Assemblyman can be addressed at: State Capitol, Sacramento. You have their home address from our previously mailed material in case you can catch them at home on the weekend.

We may enclose a sheet on how the members of the Ways and Means Committee voted. But if it is not here, go right to work on your Assemblyman. You know if he is on the committee. If he voted for 971, tell him thanks. If he was absent, call this to his attention and ask him to be sure to be present the next time. Many of our pledged votes were absent.

In each case, try to get a response and let us know immediately what they say so that we can tell Assemblyman Rumford.

Sincerely and fraternally,

William Becker
William Becker
Secretary

LB:pl
enc.

5/2/55

How the Assembly Ways and Means Committee handled FEPC on May 2nd.

- I - The following Assemblymen voted for FEPC: Caldecott (Berkeley), Beaver (Redlands), Bee (Hayward), Brown (Modesto), Donahoe (Bakersfield), Gaffney (San Francisco), Henderson (Fresno), Masterson (El Cerrito), and Weinberger (San Francisco). 9

Write them and tell them thanks and ask for their support again if the Bill is called for a rehearing before their Committee.

- II - The following voted against FEPC: Allen (San Jose), Bellotti (Eureka), Casey (Brawley), Clarke (Plenada), Collier (Los Angeles), Hansen (Fresno), Hegland (La Bies), Klockseim (Long Beach), Lanterman (La Canada), Lyon (Fullerton), Scrade (El Cajon), Shell (Los Angeles). 12

Contact these men and ask them to change their vote. From discussions we have had, it seems that those most likely to change are: Allen, Bellotti, Hansen (who had told us he would vote yes), Hegland (who had told a delegation he was not committed) and Shell (who had told a delegation he would support FEPC).

- III - The following were absent and the reason why we didn't get the Bill thru Ways and Means the first time:

Lloyd W. Lowrey (Rumsey). He is uncommitted.
Charles J. Conrad (Sherman Oaks). He is uncommitted.
Glenn E. Coolidge (Felton). He had said he would vote for FEPC.
Thomas H. Erwin (Huntington Park). He had said he would vote for FEPC, probably.

Gordon A. Fleury (Sacramento). He was definitely committed to vote for FEPC.
Lester A. McMillan (Los Angeles). He was definitely committed to vote for FEPC.
Carley V. Porter (Compton). He was definitely committed to vote for FEPC.

Contact these absentees and make clear that their support of FEPC only counts if they are present to vote, and that we urge them to vote yes if there is another hearing so that the full Assembly will have a chance to vote on the issue.

So you see, if we keep our 9 votes and get all of the ones who were absent we will have 16, or one more than needed. Since some of the absentees may not vote for FEPC, we need to get two of the NO votes to actually come over to our side.

In the full Assembly, we need to get about 14 more votes than are now pledged in order to get the 54 votes needed to pass this bill, since it calls for an appropriation, and all such money using bills require 54 votes (and not just a majority of 41). So contact your Assemblyman even if he is not listed above.

Tell us what your Assemblyman says as soon as possible. This is important!

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William Becker

May 20, 1955

To All FEPC Supporters:

You have just achieved a tremendous victory in getting our FEPC Bill AB 971 through the California Assembly by a vote of 48 to 27. The measure of the effective grass roots work you have done lies in the fact that whereas in January we estimated 28 votes for FEPC, when the vote was taken on May 17th there were 48 votes for our Bill. Congratulations.

However, as is so often the case with important democratic causes, this is only the beginning. The State Senate has yet to act. The Senators have not heard nearly as much about FEPC as have the Assemblymen. The Senators have probably not heard from you. It is important that you begin all over with your educational campaign, this time to reach your State Senator. You all have lists. They are all addressed at: State Capitol, Sacramento, California. The phone number of the Capitol Office Building is Gilbert 2-4711.

The first emphasis must be placed on the members of the Senate's Labor Committee... See enclosed list. These men can kill FEPC in their Committee. They must hear from their constituents.

Please act immediately with letters and phone calls.

Please contact every other group in your Senatorial District and get them moving, too.

If you made a financial pledge to this Committee, please send it right in. Past contributions will not carry us through the campaign now needed.

Sincerely,

William Becker, Sec'y

P.S. Please let us know what your Senator says.

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March 7, 1960

Mr. W. Byron Rumford, Assemblyman
State Capitol
Sacramento, California

Dear Byron:

When the F.E.P. Commission met to draft its proposed budget, I recommended proposing 3 days per week for commissioners. Ed Howden recommended $1\frac{1}{2}$ days. Someone else suggested 2 days. We finally compromised on $2\frac{1}{2}$ days a week. As you know, $2\frac{1}{2}$ days per week, on an annual basis would be 130 days per year for each commissioner, coming to a total budget for commission salary of 32,500 dollars. We found out about 10 days ago that the budget submitted to the Subcommittee of both the Senate and the Assembly provided for only 6 days per month, to be worked by commissioners. Mr. Howden told the commissioners that he submitted a budget providing for 10 days per month for commissioners but that the Finance Department, in copying it, made the mistake of submitting 6 days per month. It is my opinion that not a single one of the commissioners believed him. All of us got pretty sore because we felt that we were being sabotaged from within. I pointed out that the commission couldn't even "supervise" the operation of the law throughout this state on 6 days per month not to mention directing and operating it ourselves. The Commission unanimously ordered Mr. Howden to immediately take whatever steps were necessary to correct the so-called mistake. I was informed Friday that he had actually done nothing to correct it. Therefore I thought it advisable to call this matter to your attention and suggest that you take this matter up with Mr. Unruh, explaining the situation to him and urge him to have the budget corrected so that the commissioners would have sufficient funds to operate this agency properly.

Very sincerely yours,

C. L. Dellums

HOME ADDRESS
1500 STUART STREET
BERKELEY 3, CALIFORNIA

SACRAMENTO ADDRESS
ROOM 309B
STATE CAPITOL
ZONE 14

COMMITTEES
FINANCE AND INSURANCE
GOVERNMENT ORGANIZATION
PUBLIC HEALTH
TRANSPORTATION AND
COMMERCE

Assembly California Legislature

WILLIAM BYRON RUMFORD

MEMBER OF ASSEMBLY, SEVENTEENTH DISTRICT

CHAIRMAN
COMMITTEE ON PUBLIC HEALTH



March 15, 1960

Mr. C. L. Dellums
1716 Seventh Street
Oakland 20, California

Dear C.L.:

Thank you for your recent letter regarding the
FEP Budget.

I have discussed this matter with Assemblyman
Unruh, Chairman of the Assembly Ways and Means Com-
mittee who informed me that every effort will be made
to retain the amount of money necessary for a functioning
Commission.

I called you recently and I was informed by your
secretary that you would be out of town for at least ten
days. Please contact me on your arrival. There are
matters that I would like to discuss with you. Thank
you for your communication.

Sincerely,

W. BYRON RUMFORD

WBR:db

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OFFICE ADDRESS
4251 1/2 AVALON BLVD.
LOS ANGELES 11
TELEPHONE: AD 3-1132

SACRAMENTO ADDRESS
STATE CAPITOL
ZONE 14

AUGUSTUS F. HAWKINS
ASSEMBLYMAN, SIXTY-SECOND DISTRICT

COMMITTEES
RULES
PUBLIC UTILITIES AND
CORPORATIONS
REVENUE AND TAXATION
SOCIAL WELFARE

Assembly California Legislature

March 16, 1960

Mr. C. L. Dellums
1716 Seventh Street
Oakland, California

Dear C. L.:

I was very pleased to receive your comments on the F.E.P. Commission matter. I have discussed the matter with Byron and others. It is my understanding that the Assembly Ways and Means Committee will report the Budget out with the amount sufficient to provide 10 days a month for the Commissioners. It is also possible that the Senate will recommend only 6 days, and that the matter will be settled in a Free Conference between the two Houses.

It is my belief that some outside support should be mobilized to stiffen the backbone of the Assembly Ways and Means Committee as well as to encourage the Governor's Office to get into the act.

I have discussed the matter today with Tommy Pitts and he hopes to have Labor's position conveyed to the right persons when he expects to be in Sacramento next week.

I am very much in agreement with you that 10 days is absolutely necessary, and as a matter of fact, I am confident that the Commission will never accomplish what it is intended to accomplish until it becomes full time. I think we made a drastic mistake in accepting this amendment and should do everything possible to correct it.

Sincerely yours,


AUGUSTUS F. HAWKINS

AFH:mh

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EDMUND G. BROWN
Governor of California

JOHN F. HENNING
Director of Department

EDWARD HOWDEN
Chief of Division



Commissioners

JOHN ANSON FORD, Chairman
ELTON BROMBACHER
C. L. DELLUMS
(Mrs.) CARMEN H. WARSCHAW
DWIGHT R. ZOOK

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF FAIR EMPLOYMENT PRACTICES

STATE BUILDING ANNEX, 455 GOLDEN GATE AVE., SAN FRANCISCO
UN derhill 1-8700

Address Reply To:
FEPC, P. O. BOX 603
SAN FRANCISCO 1

29 April 1960

TO ALL APPLICANTS FOR FAIR EMPLOYMENT PRACTICE CONSULTANT POSITION:

As we earlier informed you, a competitive examination is to be held to establish a Civil Service list for the above position. The persons who have been employed by the Fair Employment Practice Commission on a temporary authorization basis will, of course, compete in this examination, as will all other interested applicants who

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- a. meet the minimum qualifications (see "Experience" and "Education" under the heading "Requirements" in the enclosed announcement);
 - b. not later than June 17 file application (on the official State form) to take the examination.

Please note:

- a. that applications are to be filed directly with the California State Personnel Board, not with the FEP Commission;
- b. that if a portion of your experience bearing upon the intergroup relations field consists of responsible non-paid work, you should set this experience forth in explicit detail as to duties, dates of such service, etc. in an attachment to the application form;
- c. that the June 17 deadline for filing applications is absolute. (We understand that under no circumstances will the Personnel Board accept late applications.)

We appreciated very much having you among the applicants for the temporary positions which we have filled. Good luck!

Sincerely yours,

Edward Howden

Edward Howden
Chief of Division

EH/ab
Encl.

S-10-27 (300)

EDMUND G. BROWN
Governor of California

JOHN F. HENNING
Director of Department

EDWARD HOWDEN
Chief of Division



Commissioners

JOHN ANSON FORD, Chairman
ELTON BROMBACHER
C. L. DELLUMS
(Mrs.) CARMEN H. WARSCHAW
DWIGHT R. ZOOK

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF FAIR EMPLOYMENT PRACTICES

STATE BUILDING ANNEX, 455 GOLDEN GATE AVE., SAN FRANCISCO
UN derhill 1-8700

Address Reply To:
FEPC, P. O. BOX 603
SAN FRANCISCO 1

10 November 1960

TO ALL CALIFORNIA SCHOOL ADMINISTRATORS:

The basic requirement of the California Fair Employment Practice Act is that there shall be no discrimination against persons seeking employment because of their race, religious creed, color, national origin, or ancestry. Each individual is to be judged on his merits, according to the same standards applied to others.

As you know, the Legislature first clearly established a fair employment policy affecting certificated school personnel in 1955, when the Commission on Discrimination in Teacher Employment was created (Education Code, Section 13274). With enactment of the FEP law last year, this policy was strengthened and extended not only to all State and local government agencies but to private industry, placement services, and unions as well.

There are, of course, many important contributions which school administrators, teachers, and counselors have made and will continue to make toward realization of the basic American principle of equal opportunity which underlies fair employment legislation. Numerous school systems are doing good work in preparing their students to live in a world in which the survival of free societies indisputably depends in part upon our capacity to discard old notions of racial superiority and to treat all peoples with understanding and respect. One significant step which school administrators can take in this direction is to seek out and hire qualified teachers -- and to encourage the training of future teachers -- without regard to their race, religion, or ancestry.

In this connection we furnish to you herewith a copy of the FEP Act and of the recently issued Guide to Lawful and Unlawful Pre-employment Inquiries. I think you will agree that both documents warrant careful study. The Guide is based on Section 1420(c) of the Act. Your attention is particularly invited to the first section of the Guide, headed "Purpose and Perspective."

✓ You will note that to request applicants for employment to submit photographs is now unlawful. We recognize that use of photographs can be convenient in the hiring situation. Our Commission is aware, however, that in some instances photographs have been used for discriminatory purposes, precluding face-to-face appraisal of potentially valuable additions to hard-pressed teaching staffs. Weighing all factors, our decision was that administrative convenience must be secondary to the basic public policy of considering and hiring applicants strictly according to individual merit.

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NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

690 MARKET STREET, SUITE 332

PHONE YUKON 6-6992

SAN FRANCISCO 4, CALIF.

N A A C P

WEST COAST REGION

Franklin H. Williams, Esq.
Secretary-Counsel

C. L. Dellums
Chm'n, Advisory Com.

Dr. Claude Hudson
Nat'l Board Member

Loren Miller, Esq.
Chm'n, Legal Redress

Tarea Hall Pittman
Field Secretary

Lester P. Bailey
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Nathaniel F. Colley, Esq.
Central Area

Joseph Kennedy, Esq.
Northern California

Frank H. Barnes
Southern California

James T. Hollin
Southwestern Area

William Underwood
Northwestern Area

May 4, 1955

*reorg of
com &
Phelan*

Mr. C. L. Dellums
1716 7th Street
Oakland, California

Dear C.L:

I am writing to pass along my suggestions concerning the shape that the continuing California Committee for FEP should take.

I believe it would be cumbersome to try to continue the structure as it presently exists. Why not allow the various officers and sponsors, etc., to remain as they are and appoint an Executive Committee somewhat along the following lines to actually work with committees under them on various aspects of FEP. The committee ought to be constructed with the end in view of accomplishing the following minimum specific purposes:

1. Co-ordinating a state-wide effort to gather specific information concerning the extent, degree and location of job discrimination.
- ✓ 2. Studying and redrafting a new FEP bill in close co-operation with Byron and Gus.
- ✓ 3. Co-ordinating local contacts with legislators in an effort to have the votes lined up before the campaign two years from now.
4. Planning and preparing the program of the mobilization in 1957 and the hearings on the bill.
5. Raising an FEP war chest for the next campaign.
6. Expanding the committee and the list of sponsors.

It is conceivable that in addition to you and Bill that the Executive Committee could consist of 6 additional persons, each with the responsibility for forming a committee and carrying on one of the above jobs.

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Dr. Alan Knight Chalmers
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Executive Officers

Walter White
Executive Secretary

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Herbert L. Wright
Youth Secretary

Clarence Mitchell
Dir. Washington Bureau

Herbert Hill
Labor Secretary

James W. Ivy
Editor, The Crisis

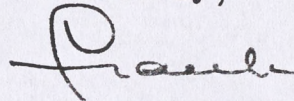
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Mr. C. L. Dellums
Page 2
May 4, 1955

I would merely suggest your consideration of Max Mont (perhaps working with Tarea, Ed Howden and Stan Jacobs) to gather the information concerning discrimination; Nat Colley (working with Irving Rosenblatt, Dave Sizkind, Byron and Gus) to draft the bill and work out all of the kinks; Bill Becker (perhaps working with Les Bailey, Bill Anderson, Gilanya and John Dial) to plan now for the mobilization; Trevor Thomas (perhaps working with Evelyn Merson, Fred Ross and Tony Rios) to work on the legislators; I, (probably working with Neil Haggerty, Johnny Despol and Harry Winton) could attempt to raise the money; while, some other appropriate persons could concern themselves with the expansion of the sponsors list.

Though the bill was not voted out of the Ways & Means Committee I believe that under your leadership FEP received a tremendous stimulus in the state this year. For this reason we are far from discouraged.

Sincerely,



Franklin H. Williams
Secretary-Counsel

fhw:db
cc: Bill Becker
Max Mont

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23 May 55

Ltr to
J. Howard
Williams

also sent
to other
mbrs of
Joint Comm
on Labor

Louis G. Ruffin

Robert L.

Montgomery

vice-chair
of comm

Copy

made

10/1/55
23 May 55

Senator Robert L. Montgomery, Vice-Chairman
Senate Committee on Labor
State Capitol Building, Room 4067
Sacramento 14, California

Dear Senator Montgomery:

We understand that the Fair Employment Practices Bill, which is now before your Committee, is scheduled for hearing on Wednesday night. On behalf of the State Committee for Fair Employment Practices, I wish to sincerely request that you not only vote the Bill out of your Committee with a "Do Pass" recommendation, but that you also use your personal prestige in getting other Senators to vote for it.

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

I cannot too strongly emphasize the need for this legislation. About a dozen states and more than thirty cities already have adopted such legislation which now gives us a history which has proven to be most satisfactory. Let me assure you that F. E. P. legislation is not the monster that it's opponents would have you believe. It is legislation that establishes a floor of decency on which workers may stand together with a sense of responsibility to themselves as workers, to the employer as efficient producers and to the community as good citizens. We believe that this is Christian, human and democratic.

Very sincerely yours,

C. L. DELLUMS

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CLD:pw

to Find

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April 9, 1957

Mr. Paul Mason, Political Secretary
Governor's Office
Sacramento, California

Dear Mr. Mason:

It is difficult for me to believe that the Governor, himself saw my letter of February 22, 1957, and brushed it off by having you to write yours of March 6, 1957.

I am sure the Governor and you saw Vice-President Nixon's report and recommendation to the President as a result of his trip to Africa. Mr. Nixon pointed out that racial discrimination in America must be eliminated. He told the President that, "we cannot talk equality to the people of Africa and Asia, while we practice inequality in America. It seems to me that now the Governor must make a choice between listening to the people who want to see the right thing done and those who do not. If he believes his own recent statement and if he has any confidence in the next President of the United States, now Vice-President, he will face this issue and take a stand. Therefore, will you be kind enough to place this communication before him.

Very sincerely yours,

CLD/aw

C. L. DELLUMS, Chairman
1716-7th Street
Oakland 20, California

on
FEB
1957

Dp carton 8

lobbying
gov (who?)

Nixon
quote

a (actual)

3/7/57
not in
files

FEB Mar 57-58

Northern California
Director
GEORGE WALSH

NORTHERN CALIFORNIA Committee for Fair Employment Practices

Honorary Chairman
ROBERT W. KENNY

Executive Director
AUGUSTUS HAWKINS

Northern California
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M. C. HERMANN
FATHER THOMAS BURKE
BERNICE COFER

216 MARKET ST., ROOM 308, DOUGLAS 7494
SAN FRANCISCO 11, CALIFORNIA
OAKLAND COMMITTEE,
1608, Webster Street,
Oakland 12, Feb 14th 1946.

C.L. Dellums,

Vice President, Brotherhood of Sleeping Car Porters,
1716 Seventh Street, Oakland 7.

Dear Sir,

Please convey to the members of your union our appreciation for your donation to our common cause - the establishment of Fair Employment practices in California. Be assured that every cent will be used to good advantage.

Let me take this opportunity to add a request for additional volunteer petition circulators. We must hurry the work, since all petitions must be in the hands of zone captains by March 24 for final precincting and tabulation. Other organizations to which your members belong should also be moved to physically and financially support this work.

Yours,

C. C. Grubbs
Executive Secretary.

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National Council

for a *Permanent Fair Employment Practice Committee*

930 F Street, N. W., Washington 4, D. C.

Telephone: Executive 2233

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Executive Secretary

ELMER W. HENDERSON

Director, Legislative and Public Relations

PAUL SIFTON

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Mr. C. L. Dellums
1716 Seventh Street
Oakland, California

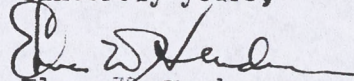
Dear Mr. Dellums:

The Chief has already told me that a meeting is being planned for him in the Bay Area while he is attending the AF of L convention. But I would like to have your ideas on formally organizing a Bay Area Council for a Permanent FEPC. As I understand it work on the national bill has been under the leadership of the Brotherhood of Sleeping Car Porters and the California Council on Civic Unity. In most cities, however, we have a Local Council for a Permanent FEPC which has been created for the sole purpose of pushing our federal legislation.

Would you kindly let me know as soon as possible your ideas on this and whether or not you feel it is wise to set up such an organization in the Bay Area. Or can our program be handled more effectively by the organizations that have been cooperating with us in the past few years? If you agree that the former should be done I will send you immediately our suggestions on how it might be effected.

With highest regards, I am

Sincerely yours,



Elmer W. Henderson
Executive Secretary

EW/H

OUTLAW DISCRIMINATION IN EMPLOYMENT

Pass Senate Bill 984 and House Bill 2824

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October 18, 1947

Mr. Elmer W. Henderson
Executive Secretary
National Council for a Permanent FEPC
930 F Street, N. W.
Washington 4, D. C.

Dear Mr. Henderson:

Brother Randolph and I held a meeting in San Francisco Thursday night. The people present decided to set up a Local Council of the National Council and were informed that the California Council on Civic Unity and all of it's Local Councils will work with the Local FEPC Councils where ever they are set up. We formed a committee Thursday night for the purpose of finding officers and the next meeting is to be held Thursday, October 23, at which time they are to go into permanent organization.

Dr. Wm. M. Thomas, 1756 Fillmore Street, San Francisco, is in charge of the committee and I am sure he will advise you of the results of the next meeting so that you may begin sending them literature.

Sincerely yours,

C. L. Dellums
International Vice-President

CLD:gw
cc: Dr. Wm. M. Thomas

Local
FEPC
Comm
set
up

STATEWIDE COMMITTEE FOR A
California Fair Employment Practices Commission

833 MARKET ST. ROOM 809
SAN FRANCISCO 3, CALIFORNIA
TELEPHONE: SUTTER 8406

Executive Secretary
FRANK L. STOUT

Honorary Chairman
ROBERT W. KENNY

October 1, 1945

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W. L. Maxwell
Carey McWilliams
Luisa Moreno
Rabbi Max Nussbaum
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Samuel Ornitz
Judge Isaac Pacht
Oscar Pattiz
Mrs. Ann Pollock
Edwardo Quevado
Mervyn Rathborne
Aaron Riche
Edward G. Robinson
L. J. Rosencrantz
William H. Rosenthal
Manuel Ruiz
Ansley K. Salz
Mrs. Elizabeth Sands
Dr. Camillo Servin
John F. Shelley
Mr. and Mrs. Ben Solnit
Mrs. Estella Sulit
Vincent Thomas
Henry Shue Tom
Dalton Trumbo
Louis V. Vasquez
James Wallace
Leon Washington
Mrs. Pauline Wood
Oleta O. Yates
Jacob Zeitlin

Dear Friend:

AB 3, the California Fair Employment Practices Commission Bill, was defeated at the last session of the legislature. To outlaw discrimination in employment in California, therefore, the people must find another way to act.

An initiative measure can be introduced on the ballot a year from this November and the measure can pass. But it can pass only if the widest organizational and educational campaign is undertaken. Interest is high. Finances have been forthcoming readily. We have the means to start the campaign immediately.

The very day you receive this letter the Southern California section of the committee is holding its meeting. We shall have an immediate report of their plans.

We are calling a policy-making meeting of interested individuals and organizations for Wednesday, October 10, at 8:00 p.m. at the Clift Hotel, Geary and Taylor Streets, Mezzanine Floor, Room D, to initiate the necessary activity.

This is our campaign. Democracy stands or falls as it fights for full rights for its minorities.

May we expect to see you at this meeting?

Sincerely yours,

ROBERT W. KENNY
Honorary Chairman

BARTLEY C. CRUM
Northern California Chairman

uopwa-34-cio

January 9, 1946

Mr. C. I. Dellums, President
Brotherhood of Sleeping Car
Porters
1716 - 7th Street
Oakland, California

Dear Mr. Dellums:

The Oakland Committee for Fair Employment Practices appeals to you to join with them in the forthcoming campaign for permanent legislation replacing the temporary measures of the war-time period.

In California the task is to secure the passage of an initiative bill which will establish a FEPC in this state. To place this bill on the 1946 ballot we need the signatures of 180,000 registered voters which must be gathered on a precinct basis, throughout the state. This is a tremendous undertaking, involving all the publicity media, petition circulation and fund collection.

The immediate work before us is to obtain a group of sponsors in order that the work of circulating petitions, collecting funds and interesting the community and our friends in this campaign may be conducted successfully. Your name as a sponsor will very materially aid us in the publicity and educational work for this program.

We earnestly urge that your organization accept this request to act as a sponsor so that the right gained during the war under Federal FEPC may not be lost to our millions of peoples---the right to work for which we are best fitted, regardless of our race, creed, color or national origin.

The Sponsors' Committee will meet Friday, January 11, 8 p.m., at the Y.W.C.A., Room 301. In the event that you are unable to attend this meeting but are willing to act as a sponsor, will you please notify by mail or telephone, GL-5209, Mrs. Frona Ernst, Chairman, Sponsors' Committee.

Respectfully yours,

Mrs. Frona Ernst

Mrs. Frona Ernst, Chairman
Sponsors' Committee
556 - 27th Street
Oakland 12, California

FE:if

CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES

2161 SHATTUCK AVENUE, Room 37, BERKELEY • Berkeley 7686
216 MARKET STREET, Room 308, SAN FRANCISCO • YUkon 0385

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Mr. and Mrs. August Vollmer
Rev. Benjamin E. Watson
Rev. Hugh Vernon White
Miss Elizabeth Hickmon Williams
Rev. Herbert E. Wornom
Dr. Fitzroy E. Young

October 10, 1946

Dear Sir,

We have it within our power to abolish job discrimination in California. In November Proposition Number Eleven presents to the voters of this State the chance to make a truly democratic law. Between now and November 5th it is essential to bring home to the people of California the tremendous power which has been given to them. This means that in less than four weeks we have to reach every voter and arouse him to action.

We are fighting against strong opposition. Our enemies can buy weak voters in a minute to defeat F.E.P. To achieve victory, every democratic organization--religious, civic, educational, and labor--have united in this great cause.

The California State Federation of Labor has endorsed Proposition Number 11 at its 44th annual convention. This endorsement should serve as a starting gun to your organization to go all out in the fight for fair employment legislation.

To keep the F.E.P. campaign running at top speed, it is first necessary to have the expressed support of every democratic organization. On this score you can contribute by public endorsement of the F.E.P. law by your local. Second, money is required immediately for the printing of campaign literature, radio time and newspaper advertising. We appeal to you for every dollar that you can contribute to your own democratic future.

Mail your contributions to Alameda County F.E.P.C.
Headquarters, Room 37, 2161 Shattuck Ave., Berkeley, Calif.

Sincerely,

Joe Deutsch
Joe Deutsch,

Director, Alameda County F.E.P. Campaign

STATEWIDE COMMITTEE FOR A
California Fair Employment Practices Commission

833 MARKET ST. ROOM 809
SAN FRANCISCO 3, CALIFORNIA
TELEPHONE: SUTTER 8406

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Henry Shue Tom
Louis V. Vasquez
Mrs. Pauline Wood
Oleta O. Yates

October 22, 1945

Executive Secretary
FRANK L. STOUT

Dear Friend:

At a meeting of nearly 100 representatives of 41 Northern California organizations in San Francisco October 10 the undersigned were elected as a temporary organizing committee to speed action on the FEPC Initiative Campaign.

One of the duties with which we were charged was to select a representative Northern California steering or executive committee to guide the campaign.

We have met and discussed the formation of this committee. We wish to invite your organization to be represented on the committee. We feel it will be best if your organization selects its own representative. Therefore, will you please consult with the organization and let us know on the enclosed post card who the committee member will be.

The duties of the committee will be to supervise and coordinate the development of the campaign in Northern California. The detailed work will of necessity have to fall upon a network of local committees, which it will be the Northern California committee's duty to set in motion.

Some limited funds are already available, and a campaign director will be employed in the immediate future.

A further meeting of all Northern California supporters of the campaign is scheduled for Tuesday, October 30, at 8:00 p.m., First Congregational Church, Post and Mason Streets, lower auditorium. At that time your nomination as a member of the Northern California Executive Committee will be ratified.

We hope you can be present at the October 30 meeting.

Sincerely,

BARTLEY C. CRUM
BENJAMIN DREYFUS
DAVID HEDLEY

uopwa-34-cio

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE

930 F STREET, N. W., WASHINGTON 4, D. C.

TELEPHONE EXECUTIVE 2233

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Chairman, Executive Committee

ROY WILKINS

Treasurer

WILLIAM JAY SCHIEFFELIN

August 14, 1947

NEWS ON THE FEPC BILL

Dear FEPC Co-Worker:

Hearings Completed in Senate

Hearings on S. 984, the National Act Against Discrimination in Employment were completed on July 18. A group of distinguished citizens including religious, labor, racial and civic leaders spoke strongly in favor of our bill. Among these were: A. Philip Randolph, Co-Chairman of National Council for a Permanent FEPC; William Green, President, American Federation of Labor; Walter Reuther, President, United Auto Workers, CIO; Paul Williams, President, Southern Regional Council; Father Edward Cardinal who presented a statement by Bishop Bernard J. Sheil of the Chicago Archdiocese; Dr. Stephen S. Wise, President, American Jewish Congress; Dr. Beverly Boyd of the Federal Council of Churches; Frank Goldman, President of B'nai B'rith; Roy Wilkins, Assistant Executive Secretary, National Association for the Advancement of Colored People; Rabbi William Rosenbloom, President of the Synagogue Council of America; Major Hubert H. Humphries of Minneapolis; Julius A. Thomas, Industrial Secretary, National Urban League; Henry Epstein, Chairman, National Community Relations Advisory Council; Irving Salert, Jewish Labor Committee; Henry C. Turner, former Chairman, New York State Commission Against Discrimination; Miss E. Pauline Meyers, I.B.P.O.E. of W; Gilbert Harrison, National Vice Commander, American Veterans Committee; Rev. Sandy Ray, National Baptist Convention, Inc; Col. Charles Schottland, Jewish War Veterans; Mike Masaoka, Japanese-American Citizens League; Joseph Korner, American Civil Liberties Union; Mrs. H. Wolfe of the National Council of Jewish Women and Joseph Bustard, Deputy Director, New Jersey State Department of Education. A statement was submitted on behalf of Judge Joseph M. Proskauer, Chairman, American Jewish Committee. Many others spoke or sent in statements but it is impracticable to list them all here.

The testimony of these and other witnesses gave a well-rounded picture of the tremendous support for this legislation throughout the country and the many and reasoned arguments in its favor.

In ~~opposition~~ to the bill were Representative John Rankin and Governor Fielding T. Wright of Mississippi. The latter was then engaged in a campaign for re-election. Others were Tyre Taylor, attorney for the Southern States Industrial Council which tried to wreck the Fair Employment Practice Committee during the war and Paulsen Spence of Baton Rouge, Louisiana.

The full testimony is being printed by the Senate Labor Committee. Copies should be available very soon. We are preparing a summary of the hearings here which should be ready in the early fall.

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Executive Secretary
ELMER W. HENDERSON

Our most severe shock, and what has already proved to be a damaging blow, was the proposed amendment to the bill which Senator H. Alexander Smith, a co-sponsor and one of its authors, put forth "for discussion purposes." It would permit state legislatures to act to exempt their states from the enforcement provisions of the bill. Senator Smith asked each witness his opinion of the amendment and practically all of the proponents of our bill gave a strong "No." Not only would Senator Smith's amendment be a bad precedent for all federal legislation but would give the veto power to southern legislatures whose democratic mandates and intent are highly questionable inasmuch as they are based on an arbitrarily restricted electorate due to the poll-tax and Negro disfranchisement.

Committee Action and Present Status of Bill

S-984 was acted upon by the sub-committee after the hearings and referred to the full Senate Labor Committee with a recommendation for "further study." In view of the fact that three of the five members of the sub-committee were sponsors of our bill there is no doubt but that there would have been a flat recommendation for favorable action had not Senator Smith muddied the waters in the way he did. Senator Taft announced that the full Labor Committee had accepted and adopted the sub-committee statement expressing agreement on the general purposes of the bill but not on all of its provisions and therefore was holding the bill in committee until January when amendments may be offered by members of the committee. Thus, Senator Smith played right into the hands of Senator Ellender, leader of the southern opposition, who probably would not have been able to secure the delay on his own account. A full analysis of this sordid episode was made by Co-Chairman Randolph and released soon after the recess. A copy will be sent you on request.

We intend to expose such maneuvers, cloaked as they may be with good intentions, whenever they occur.

Our bill, then, is now in the full Senate Labor Committee and we are urging that it be voted out immediately after Congress reconvenes in January. In the House, the bill, sponsored by eight Representatives, is in the House Labor Committee of which Congressman Fred C. Hartley of New Jersey is the Chairman. We are urging that action be taken in the House in January likewise. Of course, if Congress is re-called earlier we will ask that our bill be acted upon at that time.

The Congressional Recess in July makes no difference in the status of the bill and when Congress returns it will take up where it left off its consideration of the FEPC and other measures.

Action Program During Recess

The aim of the National Council and its local affiliates is to carry out a campaign of mobilization of every possible source of support for the permanent FEPC bill all over the country. This includes the building of local councils in every large city and committees in every Congressional district where they can be organized. Our bill will pass or fail on the strength of our public support. Favorable attitudes, potential effort or latent activity will not be enough. This bill must be an issue throughout the country and all individuals and groups who have favored it must work actively for it.

During the recess we ask you and your organization to:

1). Canvass your Congressman for his support of S. 984 and HR. 2824 and companion bills. If he is in favor of it, ask him to do all he can to get action on it when Congress returns and to win friends for it among his colleagues. If he is non-committal or opposed, use every reasonable technique at your command to win him over. We have found two major handicaps in Congress: Congressmen often do not have time to become familiar with all the bills they are called upon to consider and frequently are won over to a measure by the fact that it is important to a considerable number of their constituents. Have a small, well-informed delegation of key constituents visit your Congressman while at home. Explain the purpose of the bill, its provisions and its importance. Above all, point out the many groups that are in favor of it. Please let us know his attitude on the bill as soon as possible.

During your canvass, register your opposition to any crippling amendments such as that of Senator Smith and another that is being rumored of placing enforcement in the hands of local officials. It has been clearly demonstrated that an Act of this nature can best be administered by a Commission of sympathetic and competent public servants who have a national, not a local, approach to the problem and whose orders are enforceable by the Courts.

We are preparing an analysis of the probable attitude of your Senators and will send it to you soon for your information and use.

We are depending on you completely for the preliminary House canvass.

2). Contact your local political leaders in both parties. Ask them to endorse the bill and to use their influence with Congressmen and Senators toward its passage. The choice of many voters in 1948 will be based solely on FEPC. Let them know this.

3). Strengthen the organization of your local council if there is one in your city. If none, explore the possibility of creating one. The nucleus of local councils can be formed from branches of national organizations that have supported our bill. Write for a list and any other information you need. We will be glad to send it.

4). Secure endorsement for the bill by top civic, religious, business, labor and professional leaders. Ask all important and friendly organizations to pass resolutions urging passage of S. 984 and HR. 2824. Publicize all of these and let us know about them. They are extremely valuable.

5). Publicize the bill through every available channel. Brief, but pointed letters to the newspapers are always helpful.

Literature

Enclosed herewith you will find a reprint from the Congressional Record which gives the text of the new FEPC bill, a summary of its provisions and a comparison with our bill in the last (79th) Congress. Write us for additional copies if you need them.

We will soon have available in large quantities a pamphlet on the National Council reviewing the highlights of our efforts to obtain a permanent FEPC and a Congressional Record reprint of Questions and Answers on S. 984.

Fund Raising

Through the efforts of Co-Chairman A. Philip Randolph and other members of our Board of Directors we have recently received more than \$15,000.00 in contributions from trade unions, religious and civic organizations and public spirited individuals. This is very encouraging and demonstrates the real support that exists for fair employment in many groups and areas. But this is only a beginning and does not begin to meet the requirements of this nation-wide effort.

We urge you and your organization to make a special effort to assist the National Council in the coming months.

Send Us Current Evidence of Discrimination

It is important that we keep informed here of any new evidence of employment discrimination that may develop and estimates of disproportionate unemployment among minority groups. Please check all available sources in your community and let us know your findings.

Elmer W. Henderson
Elmer W. Henderson
Executive Secretary

WE CAN GET A PERMANENT FEPC

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JEWISH LABOR COMMITTEE

Labor Temple - Room 206 • 2940 - 16th Street • Market 1-7742
SAN FRANCISCO 3, CALIFORNIA



NATIONAL OFFICERS:

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Executive Secretary
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Chairman Office Committee
B. TABACHINSKY
National Campaign Director
CHARLES ZIMMERMAN
Chairman, Human Rights Council

Dec. 18, 1959

Dear C.L.:

Enclosed is a copy of what I have received from the National Office of the JLC. I cannot imagine what the purpose of such an article is. Certainly it serves no constructive purpose.

JLC ANTI-DISCRIMINATION COUNCIL OF NORTHERN CALIFORNIA:

JACK GOLDBERGER
ALBERT BROWN
HARRY FINKS
SAMUEL A. LADAR
RICHARD LIEBES
DR. MARTIN LIPSET
JENNIE MATYAS
JACOB MIRSKY
WILLIAM SILVERSTEIN
MATHEW O. TOBRINER
JOSEPH WILDER
WILLIAM BECKER
Area Representative

However, in case it is based on mis-information I wonder if it would be possible for you to drop a brief note to the CHARTER in which you might at least call their attention to our West Coast experience. I would, of course, appreciate a copy of whatever you may do on this.

I think, if a few important trade union leaders speak up now, they can cool this thing down before it stirs up local frictions where they now do not exist.

PACIFIC COAST REGIONAL OFFICERS:

ISIDOR STENZOR
Chairman
NATHAN ALPERTH
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Co-Chairman
M. HOFSTEIN
Recording Sec'y.
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Treasurer
N. GIEROWITZ
Exec. Sec'y.
SAMUEL OTTO
JEROME POSNER
Co-Chairmen,
Civil Rights Dept.
MAX MONT
Area Representative

Please give me a ring on this.

Thanks,

Bill
Bill Becker

5/13/57

To: The California Senate Committee on Labor

Mr. Chairman and Members of the Committee:

I address this statement 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 counsel with parents and teachers on what kind of career the student 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 that such laws work, and that these laws have a beneficial affect on the total labor market.

We have volumes of documented data to prove beyond a shadow of doubt that discrimination in employment is widespread throughout California. These data and statistics show that here in California thousands of Americans, among them, Catholics, Jews, Spanish Americans, Orientals, and Negroes are discriminated against in employment. These reports are available for your examination.

In F. E. P. hearings in Los Angeles, San Francisco, and before the Assembly Committee on Governmental Efficiency and Economy, the employer representative 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 other employers to stop discriminating. In regard to the latter, it should be noted that the bill before you actually encourages and implements voluntary fair employment practices through educational and persuasive methods, spelled out in the measure. Further, in no case would the punitive provisions of the proposed

It should be noted that the bill before the Senate would require fair employment practices through education measure. Further, in no case would

bill apply to any employer or union actively engaged in a sincere and formalized voluntary fair employment practices program. Rather, as in all statutes, the mandatory sections of the bill apply only in instances wherein a deliberate violation is committed and the party or parties involved refuse to rectify the situation when confronted with such a request by the commission appointed to administer the law.

Fact of the matter is that the very employer groups appearing in opposition to this legislation have not had in the past decade and a half any formalized voluntary plan meeting even a microscopic phase of the employment discrimination facing California's minorities. Their so-called voluntary plan is therefore but a seasonal obstacle, recreated in its own mythical image for the edification of each session of the Legislature at the exact moment that measures similar to the pending bill are brought up for consideration.

The employer group's opposition is likened unto the appearance of a habitual speeder who comes before a body of lawmakers to register disapproval of traffic safety legislation. The habitual speeder, as in the case of what amounts to a mere segment of our state's employers, is against restrictions governing his detrimental habits.

It should be pointed out that the only opposition to this bill comes from employer's groups. No union has appeared in opposition and no representative body of the citizenry has taken an unfavorable stand on the measure. To support this fact, we offer the long list of church, labor, civic, fraternal, and inter-group relations organizations actively supporting the passage of the pending legislation. This greatly increased public support for an equal job opportunities law conclusively indicates that the people of California are ready and willing to be governed by a law under which a free and competitive labor market can be fully exploited by (and to the benefit of) the very employer groups appearing in opposition.

The moral fibre of our society, or any society, is woven gradually. The bill before you provides another of the vital threads for our democracy's whole cloth.

The recommendation of our Assembly's overwhelming majority is before you. It is our belief that you must, therefore, feel a strong compulsion to give the impetus of your committee's authority to our democratic processes and permit this measure to go to the Senate floor where it will be voted up or down by a cross section of the senatorial representatives of our citizenry.

This is the least that is expected of you; this is the most that we ask.

Respectfully submitted,

C. L. Dellums

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Proposed format for the FEPC hearing of the Senate Labor Committee
on May 13th at 1 PM.

Basic principles:

I think feel strongly that this hearing should be aimed at trying to give some of the 5 Republican Senators an excuse for voting YES. It doesn't have to try to educate them, or to make a record for interested groups. Therefore, I am proposing that we base our testifiers on the following:

1. Republicans
2. People from the five districts involved

With this in mind, I want to suggest the following people: all should be brief.

1. Scott Foster, attorney and member of the Sonoma County Republican Central Committee, to briefly analyze the bill.
2. The girl from Orange county with the strong case history of discrimination.
3. Bert Rule, speaking for the American Legion District covering Tulare County.
4. Louis Espendola, Chairman of the Sonoma County Republican Comm.
5. The Representative of the Dairy Industry in Orange County, to whom Gus Hawkins has already talked.
6. Tony Madrone, the Mexican-American farmer from Tulare County who has been organizing a delegation of farmers to see Williams.
7. A spokesman for Negro Republicans, who have been doing a good job on this: either Terry Francois or John Adams.
8. Edgar Osgood, co-chairman of the SF Comm. for Equal Job Opportunity, a prominent Republican and an employer (warehouse business).
9. Leon Markel, Republican and pres. of Duarte Manufacturing Co.

In addition, I think we should have the State AFL and State CIO put themselves on record.

Other organizations, will, I hope, send each member of the committee a "brief" which highlights the existence of discrimination, especially for groups other than the Negro workers, so that the Senators get clear that there are other political considerations. In this connection I have in mind:

1. Justin Grossman's survey of Orange Co. employment agencies.
2. The Bnai Brith survey of discrimination against Jews.
3. A formal CSO statement.
4. A formal NAACP brief on discrimination.
5. A formal statement by Dallums on behalf this Committee.

We will, meanwhile, make sure that the Senators get the reprints which we have such as the Protestant, Catholic Jewish or, anization statements.

Please send me your suggestions and comments. I will begin to line these people up.

Bill Becker

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Golden State
Insurance Co.

March 21, 1957

Mr. Norman O. Houston, President
Golden State Mutual Life Insurance Company
1999 West Adams Boulevard
Los Angeles 18, California

Dear Mr. Houston:

Permit me to thank you for agreeing to work with us on the California Committee for Fair Employment Practices. I hope your present internal Company problem clears up in the very near future, so that you can give the "Race" the great help that I know you can give by doing some work on the Party Leadership, so they will tell the five Republican Members of the Senate Committee on Labor to bring the Fair Employment Practices Bill out of the Committee.

It grieves me to know that there is trouble between the Golden State Mutual and any of its employees. The Golden State is recognized as "Our" number one business in the State and it just must not get a reputation of slave driving or anti-unionism, deservedly or not. I know that in any dispute there are two sides and often times the real issue becomes obscured. Nevertheless, in a dispute between a big Company and a handful of men, one knows that the men cannot last very long without help, and often times it is a case of shooting first and asking questions afterwards. We are trying to help these workers and yet not hurt the Golden State. It can be done if the controversy is resolved without too much delay. Once it appears that these men are going to be starved back to work or eliminated entirely, I am afraid the entire labor movement of the State will be called upon to save them. In that case Golden State could not help but be hurt.

I was very much interested in your letter addressed to the Agents terminated March 1, 1957. Quite frankly friend Norman, your letter was the old-time Company, Union busting type letter that striking workers received in the twenties. These men were not even offered reinstatement, but offered, not guaranteed re-employment. It is the type of letter you would write the men several months after their strike had been crushed and you had replaced most of them. The problem of these Agents has been placed on the agenda of the Alameda County Central Labor Council for Monday night. Incidentally, the AFL and CIO completed its unification on the local level, last Monday night and became the first big council in the

Mr. Norman O. Houston, President

March 21, 1957

nation to unite on the local level. Now I would like to see the Company and the Agents Organization get together immediately, sending all of these men back to work with an agreement to mediate the dispute, with either side having the right to refuse to accept the mediators recommendations, but if either side refused to accept the mediators recommendations, then the case be submitted for arbitration with the arbitrators ruling becoming final and binding. If you are not able to settle the dispute in direct negotiations, then this is the only course to take and it ought to be taken immediately so that neither side suffers too much. I don't want to see anything happen to the Golden State, not only because of the reason stated above, but also because of my long personal friendship with you, George, Kelly and most of the other men. On the other hand though, I can't stand idly by and see one hundred twenty-six Negroes, union men or not crushed by any Company, White or Colored.

With best personal regards, I most certainly hope to see your trouble settled in the near future.

Very sincerely yours,

CLD/aw

C. L. DELLUMS

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GOLDEN STATE MUTUAL LIFE INSURANCE COMPANY

HOME OFFICE • 1999 WEST ADAMS BOULEVARD • LOS ANGELES 18, CALIFORNIA

March 19, 1957

Mr. C. L. Dellums, Chairman
California Committee for Fair Employment Practices
1716 - 7th Street
Oakland 20, California

Dear Mr. Dellums:

I shall be happy to work with you on the California Committee for Fair Employment Practices with Republican Party members as soon as our present internal Company problem clears.

Frankly, we, your friends in Golden State Mutual, were greatly surprised to see you and others criticize the Company on its labor stand without contact or investigation. The issues are so clouded and so many falsehoods and misinformation fed the public, the real issue has been buried.

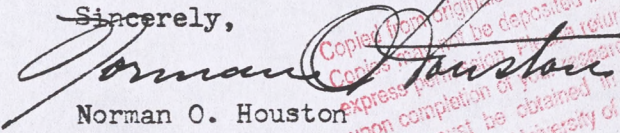
We were in process of sending to you and the AFL-CIO Central Labor Councils and other unions, the attitude of the Company towards organized labor.

The letter from Bakersfield Newspaper Guild, with our answer, indicates our dilemma in fighting against an employee-Company relationship of which we have no notice or knowledge, yet it is used in desperation to show the Company as being anti-union.

We hope in the more sober moments you and other leaders will carefully weigh the facts and aid in restoring harmonious climate in which we must jointly work. We have a wealth of material indicating the development of the present situation and we are sure that even though you are on the other side of the fence, employmentwise, your views will be considerably modified.

We trust that our statewide problems can soon be solved and that I can be of assistance to you in the passage of adequate FEPC legislation.

Sincerely,


Norman O. Houston
President
mc/Encl.

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MEMO: FROM NORMAN O. HOUSTON, PRESIDENT

March 16, 1957

TO ALL CALIFORNIA AGENTS TERMINATED MARCH 1, 1957

Many false and unfounded rumors have been circulated in various communities about the conditions and procedures required by this Company of the former agents who wish to re-apply for Agency positions in the Company. In order that you as a former agent may receive authentic information as to the Company's position with reference to re-employment procedures, the Company re-states its position as follows:

"The Golden State Mutual Life Insurance Company, as part of its recruitment program, selects applicants by individual qualifications and selection; and in conformity with the standards set up by the insurance laws of this state. This Company has no desire or wish to set up any barriers or impediments in front of any former agent who desires to be re-employed as a full-time debit agent."

The Company has therefore supplied its district managers with detailed information and the necessary forms required to re-employ such agents. The sooner you personally contact the district manager, indicating your desire to be re-employed, the sooner your application can be processed. Any and all applications for re-employment will be forwarded without delay to the Home Office for prompt action.

The Company again emphasizes and reiterates that it has no intention of retreating from its adopted liberal policy with respect to employee benefits and high wages, comparable with the best in the industry.

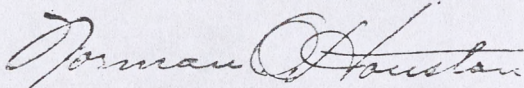
The Company does not propose to lower its standards of working conditions for its employees. Therefore, any former agent applying for re-employment within a reasonable time, and should his application be accepted by the Company, can expect to enjoy the same rights and benefits he formerly held, including rates of pay in force at the time of termination, seniority rights, same debit assignment insofar as possible, and other welfare benefits in accordance with individual status prior to termination.

To All California Agents Terminated March 1, 1957
Page 2

For your information, Golden State Mutual management has been charged as being anti-labor. This is not true. Subject to the National Labor Relations Act, and as amended, management recognizes the right of the agents to combine and engage in concerted action for the purpose of bargaining collectively with management through a representative of their choice with respect to wages, rates of pay, hours, terms and conditions of employment.

The only terms and conditions that the Company requires is that the Company and the agent be mutually bound to respect and honor the terms of their mutual contractual agreements.

GOLDEN STATE MUTUAL LIFE INSURANCE COMPANY



Norman O. Houston
President

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There are 2 Sides to Every Story!

Get the Golden State Mutual Life Insurance Company side of the story before you reach a decision.

Golden State Mutual Policyowners Must Have the Facts:

126 Agents were discharged because they refused to make premium collection reports as required—

By refusing to make their January reports, they placed the operations of the Company in jeopardy.

The California Insurance Code (Sec. 1663) requires every agent to keep complete records of all business done under the authority of his license.

The Company gave them 4 chances to make these reports. After 30 days of waiting the Company could no longer stand by and allow service to policyowners to remain at a standstill.

The Collective Agreement with the Agency Club was terminated because the Agency Club violated the agreement.

If the Agency Club's position was right it would have filed a complaint with the National Labor Relations Board.

Golden State Mutual recognizes that its policyowners are largely identified with the labor movement. 10 years ago GSM proved that it supported labor by entering into a collective agreement with the Agency Club. In fact, Golden State Mutual was one of the

insurance companies that pioneered in such labor relationship.

The Company has not and will not obstruct nor in any way interfere with any attempt by a group of agents to form a union or enter into an existing union organization.

Service and Loyalty of Golden State Mutual unquestioned.

Certain policyowners, businessmen, and hundreds of homeowners who have benefitted by Golden State Mutual home loans will attest to the service and loyalty of this Company. 32 years of GSM service and money flowing into our communities have helped to break down restrictive covenants and other barriers to equal opportunities.

Golden State Mutual has made another vital contribution to the community in making more job opportunities.

Golden State Mutual stands ready to re-employ these agents and reassign them to their former debits at the same rate of pay and without loss of Welfare benefits on their individual merits. The Company must insist upon the honesty and integrity of all its agents.

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You secured your GSM policy for your own protection and the protection of your family.
WEIGH THE FACTS—KEEP YOUR GSM POLICY IN FORCE.

COPY

BAKERSFIELD NEWSPAPER GUILD
Local 202

P. O. Box 1753
Bakersfield, California

March 18, 1957

Norman Houston,
President,
Golden State Mutual Life Insurance Co.

Dear Mr. Houston:

We "white collar" workers of the newspaper industry have greatly improved our economic position in the community through the benefits of trade unionism, thereby helping bring employment stability to an industry previously notorious for instability in keeping employees.

The right to belong to a trade union of one's choice is recognized by law, custom and religious leaders of the United States. The general prosperity of our nation today is partially founded on the improved economic status of the country's workers in industry and commerce because of the increased purchasing power they possess through higher wages and better working conditions.

So that your former employees be not deprived of these rights and opportunities, we request that you reopen negotiations between your employees, members of the Insurance Workers of America, and that these discharged workers be returned to their former positions.

We newspaper people are reluctant to add the name of Golden State Mutual Life Insurance Company to the list of anti-union firms. This can easily be averted by reopening negotiations, and rehiring the agents suspended January 30, 1957, in the tradition of the American Way of Life, based on the Golden Rule.

Respectfully,

/SGD/ James E. Quick, president

Arthur P. Kay, vice-president

Frank Calhoun, secretary

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2/28/57

Letter to
Gov
Goodwin
Knight
also
sent to

Alphonso
Bell state
Chairman,
Republican
Party

Robert C.
Kirkwood
state
Controller

Arthur
Breed, Jr.
state
senator
16th District
Oakland

Mrs.
Mary Grace
H. E.
Barnett
Rep. Nat
Committee
Women
Berkeley

February 26, 1957

Governor Goodwin J. Knight
Governor State of California
State Capitol
Sacramento, California

Dear Governor Knight:

As you know a cross section of leading citizens of California, representing minorities, labor, virtually all church groups and many out-standing representatives of the various professions have for the past several years been trying to get the California Legislators to adopt a law known as Fair Employment Practices, which would only provide that no worker qualified to fill a vacancy would be denied the job solely because of race, creed, color or national origin. The Bill in the Assembly this year was co-authored by forty-three Assemblymen, which seems to guarantee it's passage. Unfortunately we do not have such broad and bi-partisan authorship of the Bill in the Senate. The Bill in the Senate has been referred to the Senate Committee on Labor. This Committee consists of two Democrats and five Republicans. Obviously this is a Republican Committee and it's actions shall reflect credit or dis-credit upon the Republican Party. I would like to point out the forty Cities and sixteen States, including Washington and Oregon that have adopted such laws. I wish to hereby sincerely request that you use your personal influence and prestige with the Republican Members of the Labor Committee in an effort to get them to report the Fair Employment Practices Bill out with a "Do Pass" recommendation.

Speaking politically, as one with broad State-Wide connections, I sincerely believe that if the Republicans in the Senate kill Fair Employment Practices this year that the Republican Party will loose both houses in the next election. On the other hand, I don't believe there is another Bill in the Senate that would go as far in helping the Republican Party regain control of the Senate than Republican initiative in putting through Fair Employment Practices. As you recently pointed out, this is no time for timidity, inertia and apprehension in Republican

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February 26, 1957

support of a progressive program. As you further pointed out, Republican Spokesmen should speak and act from strength, providing positive, forceful and vigorous action. We sincerely hope that you will do everything within your power to help get the Fair Employment Practices Bill through the Senate this year. Your support would be of great value and I am sure would be appreciated and never forgotten by these large minority groups so vitally concerned.

Sincerely yours,

CLD:aw

C. L. DELLUMS
1716 7th Street
Oakland 20, California

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FLNU

2/26/57

Letter to
Gov.

now 3/18/57

mentioned
in 4/9/57

Letter to
Paul
Mason

Pol secy
Gov's office

~~found~~
~~2/21~~

FEPC ltr
Rorker

lobbying
govt. who?

NIXON
9 vote

Mr. Earl Warren, Political Secretary
Governor's Office
Sacramento, California

Dear Mr. Warren:

It is difficult for me to believe that the Governor, himself saw my
letter of March 26, 1957, and brushed it off by having you to
write your March 27, 1957.

I am sure the Governor and you saw Vice-President Nixon's report and
recommendation to the President as a result of his trip to Africa.
Mr. Nixon pointed out that racial discrimination in America must be
eliminated. He told the President that, "we cannot talk equality
to the people of Africa and Asia, while we practice inequality in
America. It seems to me that now the Governor must make a choice
between listening to the people who want to see the right thing
done and those who do not. If he believes his own recent statement
and if he has any confidence in the next President of the United
States, now Vice-President, he will face this issue and take a stand.
Therefore, will you be kind enough to place this recommendation before
him.

Very sincerely yours

C. F. PHILLIPS, Chairman
1214 - 13 Street
Sacramento 11, California

1.66

February 26, 1957

Mr. George Milias, Jr., Pres.
California Republican Assembly
Gilroy, California

Dear Mr. Milias

First allow me to take this opportunity to congratulate you upon your election to the Presidency of the California Republican Assembly, which is probably the most important political organization in the State.

For quite a number of years now a cross section or out-standing leaders of the State representing all the racial and religious minorities have been striving to get a law in our State guaranteeing that no worker qualified for a job that is vacant shall be denied the job solely because of his race, creed, color or national origin. Simply that is all that Fair Employment Practices means. Our Bill in the State Assembly is co-authored by forty-three Assemblymen. Obviously then, this is bi-partisan and will pass the Assembly. Our Bill has been presented in the Senate, unfortunately, by only one Senator and has been referred to the Committee on Labor. This Committee consists of two Democrats and five Republicans. Obviously this is a Republican Committee and its actions will reflect credit or dis-credit upon the Party.

For your information I would like to point out that sixteen States and forty Cities in our Nation have adopted Fair Employment Practices Laws, including both Oregon and Washington. Please believe me when I say that such a law is needed and necessary in California because discrimination is wide spread throughout the entire State against Negroes, Jews, Americans of Spanish decent, Americans of Oriental decent and to some extent against Catholics and the Foreign Born. Therefore, I am hereby appealing to you to use your personal influence and the prestige of your office on the Members of the Senate Labor Committee in an effort to get them to report the Fair Employment Practices Bill out with a "Do Pass" recommendation.

Speaking politically and as one with contacts and connections all over the State, I sincerely believe that if the Republican Party

February 26, 1957

kill Fair Employment Practices in the Senate this year, that the Republican Party will loose the Senate in the next election. On the other hand I don't believe there is another Bill in the Senate that would do as much to help the Republican Party recapture the Senate as Republican initiative in putting Fair Employment Practices through.

As recently pointed out by Governor Knight, this is no time for timidity, inertia and apprehension in Republican failure to support progressive legislation, and as the Governor also points out Party Spokesmen should speak and act from strength, which calls for positive, forceful and vigorous action. Your support would be of great value and I am sure would be appreciated and never forgotten by these large minority groups so vitally concerned.

Sincerely yours,

CLD:aw

C. L. DELLUMS
1716-7th Street
Oakland 20, California

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February 26, 1957

Mr. Max Mont, Co-ordinator
Southern Calif. Committee F. E. P.
590 Vermont Avenue
Los Angeles 4, California

Dear Max:

Since we are all fairly certain that the safest way to get our Bill out of the California State Senate Committee on Labor is for pressure to be put on the Republican Leadership. For that reason, I would like to suggest that you write the active Negro Republican Leaders in Los Angeles and ask them first to become sponsors and then tell them that the Bill is certain to go through the Assembly, but that it is in the Labor Committee of the Senate, which consists of seven members, five of whom are Republicans. It might be a good idea to enclose the names of these Senators and the towns in which they live, in order to show that it is almost impossible to pressure them directly. Urge these known Republicans to try the Local and State Republican Leadership, urging them to use their influence in order to get the Bill out of the Committee and also get it adopted.

I am sure that Loren Miller, Bill Pollard and E. J. Franklin can tell you who these Negroes are. I am thinking of people like Norman Houston, Paul Williams, Lamar Hill, Bill Watkins, Betty Hill and Leon Giles. This is about all that I can think of, but I am sure there must be about a half dozen others we ought to put on the spot. I am taking this action up here.

Sincerely and Fraternally yours,

CLD:aw

C. L. DELLUMS

cc to: William Becker
Executive Secretary, F.E.P.

Golden State
Jas

See his
letter to
Dellums
3/19/57
3/21/57

C O P Y

December 17, 1957

Honorable Goodwin J. Knight
Governor of California
State Capitol
Sacramento, California

Dear Governor Knight

This organization, the California Committee for Fair Employment Practices, supports the proposal of Assemblyman Augustus F. Hawkins that the possible Special Session of the Legislature in 1958 he asked to consider the problems of civil rights and human relations in California.

Despite the progress in this field which has been made in many parts of the United States, the fact remains that each evidence of discrimination today becomes a weapon in the hands of the Communists all over the world. The most effective way to dull that weapon is through concrete evidence of affirmative governmental action to prohibit such actions of discrimination. It is for this reason that we have campaigned so vigorously for a Fair Employment Practices Law in recent sessions of the Legislature. We will continue to press for an FEPC Law at every opportunity. We invite you now to add your support to this campaign. Mr. Hawkins urged, "an agency to help enforce existing statutes, to develop and encourage programs for the betterment of human relations and the better utilization of human resources, to protect the civil rights of our citizens, to assist local agencies in coping with social tensions, and to promote equality of opportunity in training, education and employment." We urge that this be made part of the agenda of the Special Session.

Sincerely yours,

William Becker, Secretary
San Francisco Office

WB/pk
ceiu-3-afl-cio

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NORTHERN HEADQUARTERS

Room 903
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LOS ANGELES
NORMANDY 2-1148

LABOR TEMPLE - ROOM 206
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MARKET 1-7742

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Franklin H. Williams
Mrs. Josephine M. Williams
Dr. Thomas Wu
David Ziskind

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

December 18, 1957

Mr. C. L. Dellums
1716 - 7th Street
Oakland, California

Dear C. L.:

Enclosed please find a copy of the letter which we sent to Governor Knight with the approval of those of you who responded to my inquiry a few weeks ago. No one expressed any opposition to this.

Under separate cover we have sent you a financial statement of the Committee which covers the eleven months up to December 1, 1957.

Season's Greetings,

William Becker
William Becker

WB/pk
ceiu-3-afl-cio

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David Ziskind

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

November 6, 1957

To FEPC Supporters:

Since we last wrote, FEPC ordinances have been adopted in San Francisco, and later in Bakersfield. These laws are quite different in some of their provisions from the standard city ordinances we have campaigned for but experience in these places will be needed before constructive criticism is possible.

People in a number of other communities have written in for material indicating that they expect to campaign for an ordinance in their town. If you are in one of these places, please keep us informed and let us know what we can do to help.

A number of State Legislative Interim Committees say they will be looking into various aspects of employment discrimination. During the last session of the legislature we asked Assemblyman McMillan to include in his Industrial Relations Committee program on private employment agencies the problem of discrimination by employment agencies. He has written that he expects to hold hearings in a few months.

WILL YOU BE GOOD ENOUGH TO SEND US A PICTURE OF THE PRACTICES OF THE PRIVATE EMPLOYMENT AGENCIES IN YOUR AREA. Do they post jobs as being for "white only"? Do they accept discriminatory qualifications from employers who place job orders? Please write.

You all have the record of the votes of your Assemblymen and Senators. Many of these men will be up for re-election next year. Meet with them sometime soon to go over the last session and to call attention to our ongoing and constant interest in the issue of FEPC.

WHEN THE CANDIDATES ARE ANNOUNCED, be sure to send a questionnaire, to each candidate to ask how he will vote on an FEPC Bill such as AB 2000. It is extremely important to get this commitment on paper.

We have not been able to get out a mailing sooner because we had so many debts left over from the campaign. We still owe about \$250, so any contributions you can spare will help.

During the next few months we will be suggesting a few steps that should be taken early in 1958 to prepare for the legislative session in 1959. If we write you, will you be willing to follow thru in your area?

WB:pl

Fraternally yours,
William Becker, Sec'y.

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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)

25th October, 1957

*Oakland
FEP?*

Dear Sir:

A number of groups who took part in our campaign for a State FEPC last spring have asked me to call a meeting of interested organizations to discuss the possibility of a campaign for an FEPC in Oakland. The fact that both San Francisco and Bakersfield have enacted local FEP ordinances has caused some people to say "If they can do it, why can't we?"

So, I am asking your organization and other organizations with whom we have worked in the past, to send a representative or a few representatives to a meeting on Wednesday, November 6th, at 8:00 p.m. It will be good if your delegates can officially represent your group so that we will know where the basic organizations stand on the questions which will be before us. This will not be a meeting for just interested individuals who do not officially represent one of the supporting organizations.

Whether or not an FEP campaign is launched, for what kind of ordinance, when, etc., are questions which will have to be decided by the groups who get together on

NOVEMBER 6th (WEDNESDAY) - 8:00 P.M.

at

YMCA, 2101 Telegraph Avenue, Oakland
(1st floor banquet room)

I am acting, at this time, primarily as the agent for calling people together.

Sincerely yours,

William Becker, Sec'y.

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WB:k
enc

July 2, 1957

Herbert L. Taylor, President
Eureka Branch N.A.A.C.P.
57-B Marine View Terrace
Eureka, California

*cf. Dullany
1 hr to
Taylor
6/18/57*

RE; F.E.P. C.

Dear Mr. Taylor:

I have, and thank you for, your letter of June 22, 1957, and regret the delay in answering, due to my absence, and from the fact that the letter was forwarded to me from Sacramento.

As to the legislative fate of the F.E.P.C. Bill, I have always taken the position of being opposed to any form of class or racial discrimination as to all opportunities available and specifically have stated this position in regard to this or other legislation which seeks to prevent discrimination. While in Sacramento I had the opportunity of discussing the original Assembly Bill incorporating F. E. P. C. provisions with various committees of the Steelworkers and other interested parties, and stated to them that I supported the same. My position has not changed in any way.

The original Assembly Bill (AB 2359) never reached the Senate Floor. I do not have the Journal or History in Eureka so cannot give the actual details.

On the last day of the session (June 12th) I was a member of conference committees of the Senate in regard to highway legislation, particularly the Redwood Highway By-Pass Bill, and we had no regular printed files of bills to be considered. On checking the Journal, I find that Senator Short's Bill had been amended in the Assembly to include F. E. P. C. Provisions, and upon its coming over to the Senate for concurrence, a motion was made by Senator Mc Carthy to "table" the bill, which motion passed by a majority, thereby killing the entire bill at this session, including the F.E.P.C. amendments thereto. I have no independent recollection, but any

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Page Two

July 2, 1957

Herbert Taylor, President
Re: F. E. P. C.

vote I would have made would be a "NO" vote against the motion to table the bill, but there apparently were enough "AYE" votes in favor of Mc Carthy's motion to table it. Any vote made against the motion would have been futile, as a majority tabled the bill, and there can only be one majority. Whoever voted against the motion to table must have been less than 20, for 21 votes were necessary to table it, and that was done. A non-voting Senator's vote would be a "NO" vote, as it would not be a vote of any kind, and would not be in favor of a motion to table. If this comes on for decision in the future, rest assured of my support. I otherwise have no independent recollection, as I may have been absent from the Senate on the conference issues.

Very sincerely yours,

Carl L. Christensen
State Senator

CLD: drc

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June 18, 1957

1055y

Mrs. Lillian McCoy, President
San Mateo Branch, N.A.A.C.P.
826 East Santa Inez Avenue
San Mateo, California

Dear Mrs. McCoy:

As you no doubt know by now, State Senator Richard J. Dolwig voted against F.E.P. He does not come up for re-election next year, but since we will be back two years from now still fighting for F.E.P. then I think your branch should take the initiative in getting other groups together, such as the various religious denominations, racial groups and labor groups and have them first start a letter writing campaign to Senator Dolwig asking him why. I would suggest that it be pointed out to him that his party both national and local is on record for F.E.P., asking doesn't he believe in the principles of his own party. A letter writing campaign to his home address, which is 23 Winchester Drive, Atherton, California, might make him change his mind. If it doesn't, then I think you would be laying the foundation for his defeat when he comes up in 1960. I would appreciate your keeping me informed of developments.

Very truly yours,

CLD:av

C. L. DELLUMS, Chairman
1716-7th Street
Oakland 20, California

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— This letter also sent to
Mr. Garnet Hopkins - Pres.
San Luis Obispo Branch
Mr. Gustave Hill, Pres.
Vallejo branch
Mr. Jesse E. Perry Pres
Marin Co. Branch
Mr. Geo. Kelly, Pres. Santa
Ana Branch

would to
defeat opponents
of F.E.P.

June 18, 1957

Mr. Platt Williams, President
Santa Rosa Branch, N.A.A.C.P.
181 Barham Avenue
Santa Rosa, California

Dear Mr. Williams:

As you no doubt know, State Senator Abshire voted against F.E.P. Since he comes up for re-election next year I think your branch should take the initiative in organizing now to defeat him. If we are successful in defeating two or three Senators next year, it no doubt will have the desired effect upon the others. Whether we defeat them or not, we ought to try so hard that all of the enemies of F.E.P. will have a hard fight on his hands. Often times that changes them itself.

Very truly yours,

CLD:aw
encl:

C. L. DELLUMS, Chairman
1716-7th Street
Oakland 20, California

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*See Christensen
response 7/2/57*

June 18, 1957

Mr. Herbert Taylor, President
Eureka Branch, N.A.A.C.P.
57-B F.H.P.
Eureka, California

Dear Mr. Taylor:

As you no doubt know by now, State Senator Christensen, Eureka
didnot vote when the F.H.P. amendment to Senate Bill 1955 came
up on June 12, 1957. I wish to hereby suggest that you write
him a communication from your organization telling him that
the members of your organization noted that he didnot vote and
are quite anxious to know why.

When you hear from him I would appreciate your sending me a
copy of his reply.

Very truly yours,

CLD:aw

C. L. DELLUMS, Chairman
1716-7th Street
Oakland 20, California

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And Lucius

June 10, 1957

The Men of Tomorrow
832-34th Street
Oakland 8, California

Attention: Mr. E. S. Thomas,
Secretary

Gentlemen:

Our fight for a California Fair Employment Practices Law this ^{year} was the most extensive we have conducted so far. As you know we met with far greater success than before and I think we are on the threshold of victory.

Now that the 1957 campaign is over we find that we are nearly a thousand dollars in the red. I wish to therefore appeal to The Men of Tomorrow, as an organization, to make a contribution toward wiping out this shortage. I would also like to take this opportunity to appeal to the members who can possibly afford it, to make a personal contribution. At least seventy-five percent (75%) of the expenses of this drive have come from white people or white controlled organizations. It seems to me that the Race ought to do the rest.

Very sincerely yours,

C. L. DELLUMS, Chairman

CLD:aw

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This same letter to:

Mr. Paul Ziffren - Natl. Committeeman
Allen Cranston - Pres. Dem. Assen.
Tom Skinnett " Young Dem.
Roger Kent St. Cham. Dem.
Alphonse E. Bell St. " Rep. Party
Edward S. Mathuck Rep. Natl. Committeeman
Lt. Gov. Harold J. Powers
Geo. Milia Jr., Pres. Pres. Cal. Rep. Assen.
Mrs. Maryone H.E. Bendish Rep. Natl. Comm. Woman

June 10, 1957

lobbying

The Honorable Goodwin C. Knight
Governor of California
State Capitol
Sacramento, California

My dear Governor Knight:

We wish to hereby sincerely request that you personally contact the Republican Members of the State Senate and urge them to vote for Senate Bill 1955 as amended. This Bill has been amended by the Assembly with our F.E.P. Bill. Therefore, the California State Senate will have to face this matter and your influence will go a long way to getting it adopted if you will be kind enough to exert your influence.

Very truly yours,

CHD:aw

C. L. DELLUMS, Chairman
1716-7th Street
Oakland 20, California

Thomas F. Brewer - Pres. Cal. Young Rep.
Mrs. Blakey S. Egger - Vice Pres. Natl. Fed. Rep. Women
Fred Johnson - Exe. Dir. Rep. St. Central Comm.

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F&E killed
by Senate Com on Labor

May 28, 1957

As you know the Senate Committee on Labor killed our F.A.P. Bill even though the Assembly had passed it by a tremendous vote. It had State-wide support from practically all religious and fraternal groups, every racial minority group, out-standing leaders of State and national renown and a request from the County of San Francisco. This makes one wonder if there is any power on earth that could cause the Senate Committee on Labor to do anything the "big employer groups" told them not to do. As you also know, no-one has ever made an attempt to withdraw a Bill from a Senate Committee in the memory of man. How long will the people of California allow a single Committee to break, not only for the entire Senate but the entire State? The people don't know this now, but they will know in every election from now on until that tradition is broken. Why not break it now. Therefore, we hereby appeal to you to introduce the necessary resolution to withdraw Assembly Bill 2000 from the Senate Committee on Labor and fight to put it through.

Very sincerely yours,

C. L. Williams
C. L. WILLIAMS
International Vice-President

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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 Despot
C. J. Haggerty

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

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Mrs. George A. Applegarth
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Jefferson Beaver
George A. Beavers, Jr.
Ernest Besig
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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)

May 16, 1957

To All FEPC Supporters:

On May 13th the Senate Labor Committee voted to table our FEPC Bill AB 2000, by a voice vote of 4 to 2. However, this is not the end of the battle.

One of the things we are working on is a demand on FEPC supporters in the State Senate, who have so far had to bear no responsibility for FEPC, that they move to call AB 2000 out of the Labor Committee. Since a bill has never before been called out of a Senate Committee they are not anxious to do this.

They need to know from their district that this is now expected of them. This means you must write and wire YOUR SENATOR and must get friends to do this too. Get your local organization on record with the Senator immediately. There are only three weeks left in this session. They must act now to call the bill out of committee. Rule #28 of the Standing Rules of the Senate reads "The Senate may at any time by 21 votes recall a bill from committee."

The vote against AB 2000 was taken against the background of a last minute attempt in the Senate to substitute a referendum of the people for the FEPC bill itself. This proposal would have required a two-thirds vote of both houses and so would have made more certain its defeat. Enclosed is a summary of the NAACP's formal statement of opposition to the referendum approach which reflects the thinking of most of the organizations.

The referendum bill introduced by Senator John McCarthy (R) was withdrawn by him after being opposed by both supporters and opponents of FEPC. Members of both parties co-sponsoring this siege gun against FEPC were: Burns (D), Cunningham (R), Abshire (R), Dolwig (R), Brown (D), Hollister (D), Kraft (R) and Montgomery (D). The vote on AB 2000 found Montgomery (D) and Harold Johnson (D) voting against tabling our bill and Williams (R), Abshire (R), John McCarthy (R) and Murdy (R) voting to table. Sutton (R) was absent.

We now need to make clear to all legislators that FEPC (and other civil rights measures) cannot be strangled to death each session by the Labor Committee of the Senate -- that we don't accept the death verdict. We want an FEPC vote on the floor of the Senate.

Fraternally,
William Becker, Secty.
Max Mont, Coordinator for So. California

WB:pl
enc.

Undated

1/11/58
5/16/57

1/11/58
(for index only)
Circulation
1/11/58

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REASONS WHY F.E.P. SHOULD NOT BE ATTEMPTED BY INITIATIVE PETITION

1. Very few initiatives have ever been successful when conducted by voluntary solicitors.
2. Circulation of an initiative petition requires full time organization, a lot of workers and money.
3. Out of some 16 states and more than 40 cities with F.E.P. laws none of them were secured by initiative or referendum.
4. If the initiative succeeded then the job of educating the voting public is astronomical. To put over anything requiring a yes vote is extremely difficult because a great percentage of the electorate is only interested in candidates and vote no almost all measures.
5. To educate the voting public requires considerable full time organization and money running into many thousands of dollars.
6. The public is no longer reached through mass meetings but only through expensive printing material and through the far greater expensive media of radio and television.
7. There is no such organization available at this time and no money at all. It isn't possible to raise the required amount of money to carry on an intelligent campaign. Money on the other side is readily available.
8. Unemployment is greater now than it has been in many years and seems to be growing daily. A period of great unemployment is no time to attempt to put over F.E.P. by popular vote.
9. And finally, the hate groups would have a field day. Unfortunately Southern California is one of the national centers of hate groups. Some of the hate groups operating throughout California are American Nationalist, Christian Nationalist Crusade, White Citizens Council and Free Lance Bigots. There are others that put out hate literature almost every month, attacking the various ethnic minority groups. These groups alone could raise thousands of dollars to fight F.E.P. to say nothing of the legitimate well financed organizations such as the Chamber of Commerce and the Merchants and Manufacturers Associations which have always opposed F.E.P. The hate groups would spread enough poison to take us a generation to over-come.