August 2, 1961

The Honorable Lyndon B. Johnson Vice President of the United States Executive Office Building Washington 25, D. C.

Dear Mr. Vice President:

May I take this opportunity to express to you my very deep appreciation for your continuous vigorous and effective leadership? Particularly, I want you to know that your considerable efforts in support of the foreign aid legislation now before the Congress are not unnoticed.

Unfortunately, my involvement in negotiations with the major automotive firms did not permit my personal attendance yesterday when the representatives of the National Citizens Committee for International Development gathered for its meeting at the White House. I was, however, represented by my brother, Victor, who reported to me how deeply moved and impressed he was by the statement you made before the members of the Committee. He conveyed to me that your remarks were the most moving and convincing that he has heard in support of this urgently needed legislation. Your ability to relate the deep longings of the millions of people in the emerging areas to our own struggle for national independence and economic well-being was the clearest and most effective argument in support of our continued commitment to this program.

I write you not only to thank you for the leadership which you are giving specifically in this effort but to express the hope that perhaps you might be able to present a similar report to the nation as a whole. I accept your expert judgment that the lines are closely drawn in the Senate. This

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### The Honorable Lyndon B. Johnson - 2 - August 2, 1961

is equally true in the House and the issue is in no sense won. It is for this reason, I believe, that a national television appearance by you in support of the foreign aid legislation could help immeasurably to give to the Administration, to our nation and to the world this urgently needed vote of hope for freedom in dignity.

Very sincerely yours,

Walter P. Reuther, President INTERNATIONAL UNION, UAW



### oeiuZaficio



### STRAIGHT WIRE

May 1, 1961

The Honorable Lyndon B. Johnson Vice President of the United States Washington, D. C.

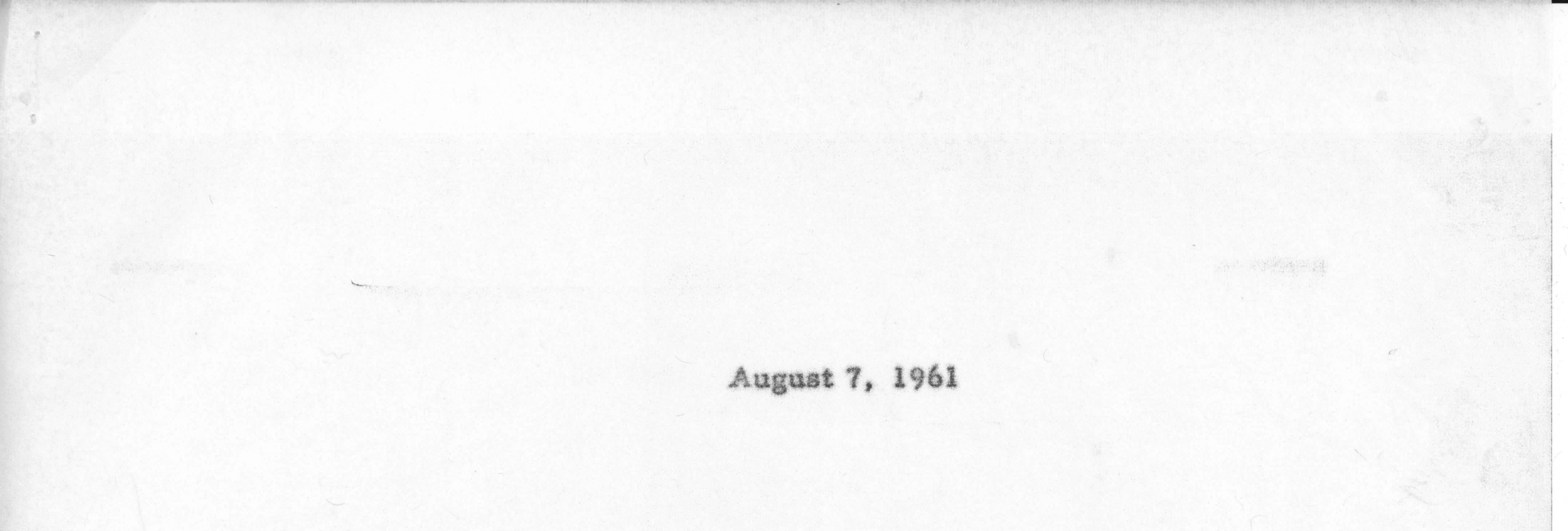
### REGRET MOST SINCERELY THAT PRESSING MATTERS WILL PREVENT

MY PARTICIPATION IN MEETING INVOLVING PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITIES SCHEDULED FOR MAY 3. I AM ASKING VICTOR REUTHER, WHO WORKS CLOSELY WITH ME ON PROBLEMS OF JOB DISCRIMINATION, TO REPRESENT ME AT THIS MEETING. m PLEASE BE ASSURED OF MY FULLEST COOPERATION AND FUTURE ACTIVE PARTICIPATION IN THE COMMITTEE'S WORK. KINDEST REGARDS.

#### WALTER P. REUTHER, PRESIDENT

### INTERNATIONAL UNION, UAW

Charged to Walter P. Reuther Registered in Room 806 - Hay Adams 815 - 16th Street, N. W. Washington, D. C.



#### Dear Lyndon:

May I take this opportunity to express to you my very deep appreciation for your continuous vigorous and effective leadership. Particularly, I want you to know that your considerable efforts in support of the foreign aid legislation now before the Congress is most appreciated.

Unfortunately, my involvement in negotiations with the major automotive firms did not permit my personal attendance on August 1st when the representatives of the National Citizens Committee for International Development gathered for its meeting at the White House. I was, however, represented by my brother, Victor, who reported to me how deeply moved and impressed he was by the statement you made before the members of the Committee. He conveyed to me that your remarks were the most moving and convincing that he has heard in support of this urgently needed legislation. Your ability to relate the deep longings of the millions of people in the emerging areas to our own struggle for national independence and economic well-being was the clearest and most effective argument in support of our continued commitment to this program.

I write you not only to thank you for the leadership which you are giving specifically in this effort but to express the hope that perhaps you might be able to present a similar report to the nation as a whole. Such a radio and TV report

would, I am confident, contribute significantly to raising the

level of understanding of the American people and creating a greater awareness of our compelling responsibilities in the world. I accept your expert judgment that the lines are closely drawn in the Senate. This is equally true in the House and the issue is in no sense won. It is for this reason, I believe, that a national television appearance by you in support of the foreign aid legislation could help immeasurably to give to the Administration, to our nation and to the world this urgently needed vote of hope for freedom in dignity.

- 2 -

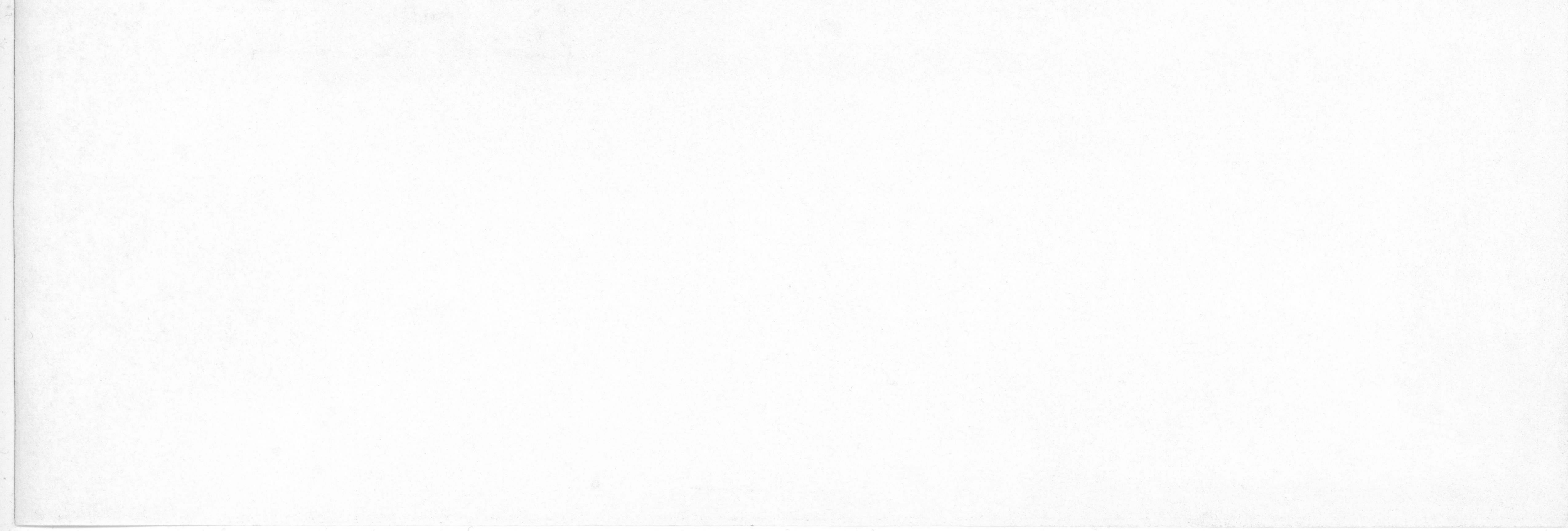
Kindest personal regards.

Sincercly yours,



ociu42

The Honorable Lyndon B. Johnson Vice President of the United States Executive Office Building Washington 25, D. C.



LORIGIN GE IN VOLLT ]

### AUG 1 4 1961

#### THE VICE PRESIDENT

WASHINGTON

August 11, 1961

Dear Walter:

Thank you so much for your nice letter. Of course, we were sorry you could not attend the meeting of the National Citizens Committee for International Development but your brother was an able substitute. It was so nice of you to write his impressions. I deeply appreciate them.

Support of foreign aid is nothing new for me. As you know, I have been its disciple since it began. But my belief in it was again refreshed after the trip around-the-world where we saw how much a very little bit can mean in the struggle for democracy. Five thousand feet of screen in Kayar, five hundred pounds of cement in Karachi mean the difference in life and death to a great many people who want to be our friends -- if they can live long enough.

Your suggestion that I go on television is flattering, but timing won't permit.

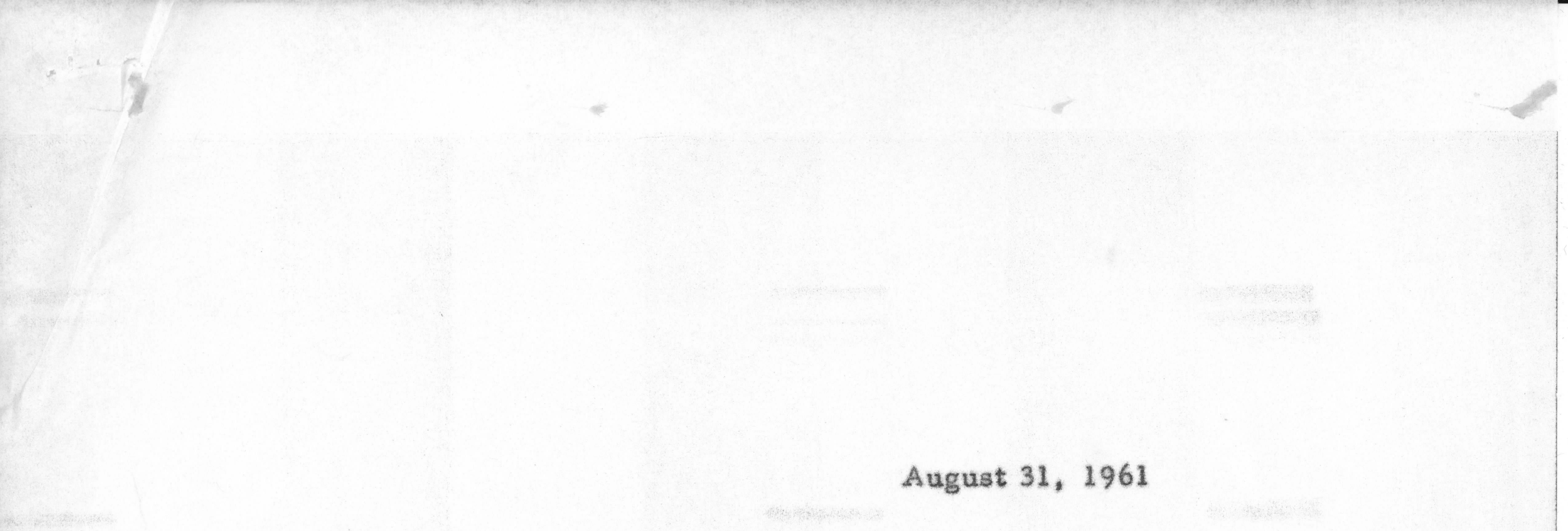
Sincerely, Lyndon B. Johnson

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P. S. I am taking the liberty of including an article from this month's "Ebony" about the recent trip.

Mr. Walter P. Reuther UAW 8000 East Jefferson Avenue Detroit 14, Michigan

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The Honorable Lyndon B. Johnson Vice President of the United States Washington, D. C.

Dear Mr. Vice President:

This is in response to your request of August 24th that I serve on the Subcommittee of the President's Committee on Equal Opportunity to implement the "Plans for Progress" program.

Please be advised that I shall be most happy to cooperate in this manner and serve on the Subcommittee.

Kindest personal regards.

Sincerely yours,

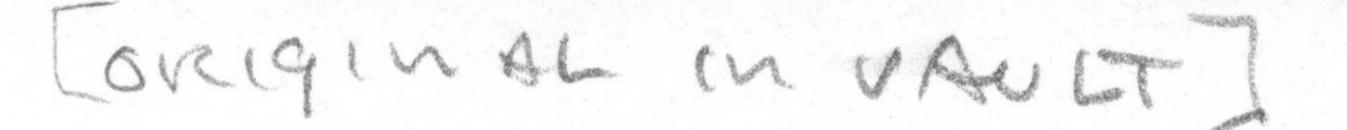


Walter P. Reuther

### oeiu42

President

bcc: Victor G. Reuther Frank Winn





#### OFFICE OF THE VICE PRESIDENT

WASHINGTON

August 24, 1961

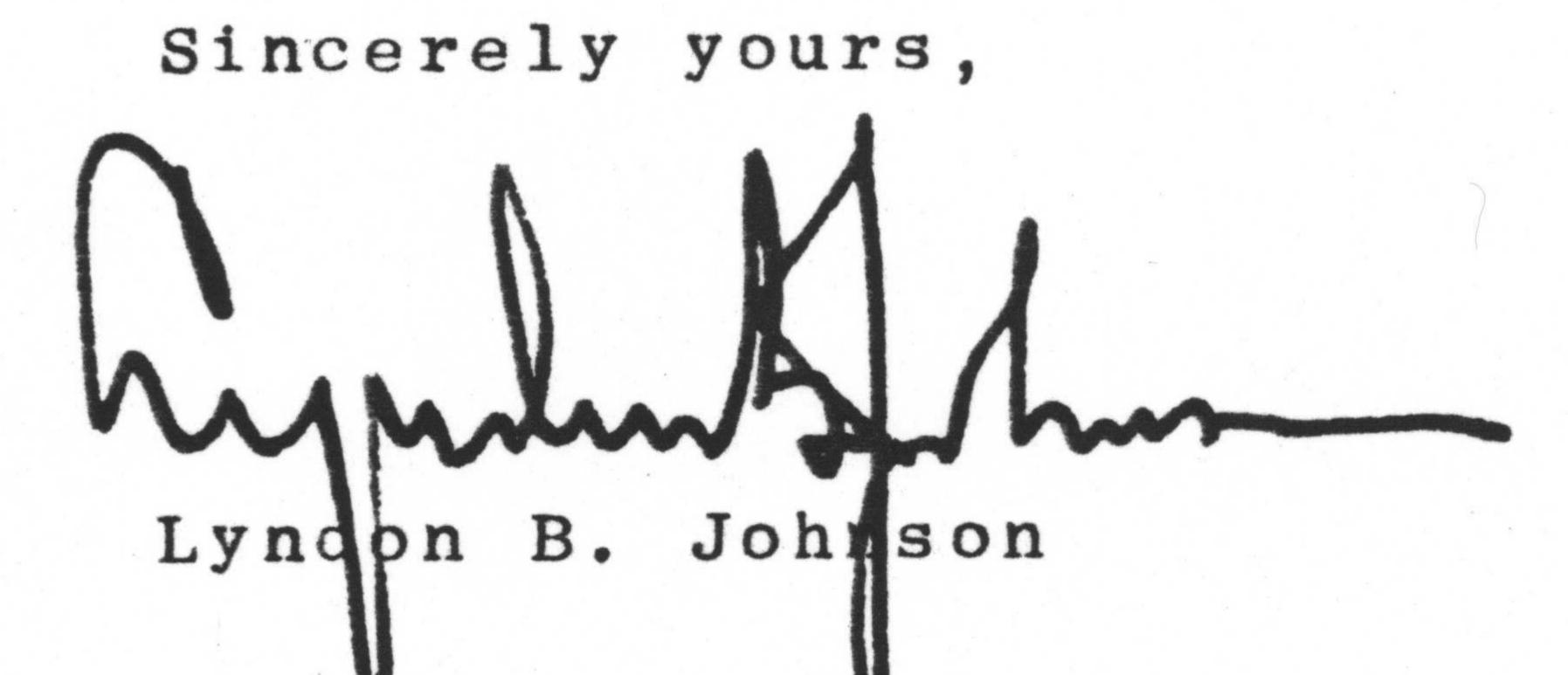
Dear Mr. Reuther:

As you will recall, the President's Committee on Equal Employment Opportunity directed at its last meeting that a Subcommittee be appointed to implement the "Plans for Progress" program. I have asked Mr. Robert Troutman, who helped formulate this program in its pilot stage, to serve as Chairman, and would very much appreciate having you serve as one of the four other members of this Subcommittee. Other Committee members whom I am asking to serve are:

Mr. Abraham A. Ribicoff

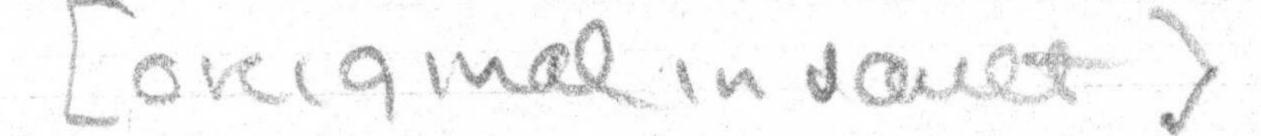
Mr. Edgar Kaiser Mr. Fred Lazarus, Jr.

Please let me know at the earliest opportunity whether you will be able to meet with this Committee at its first meeting on August 30, 1961, at 2:00 p.m., in the office of the Executive Vice Chairman, Mr. Jerry R. Holleman, Assistant Secretary of Labor.



AUG 28 1961

Mr. Walter P. Reuther President, United Auto Workers of America, AFL-CIO 201 West Milwaukee Detroit, Michigan



SEP I 1 1961



THE VICE PRESIDENT WASHINGTON September 5, 1961

### Dear Walter:

T

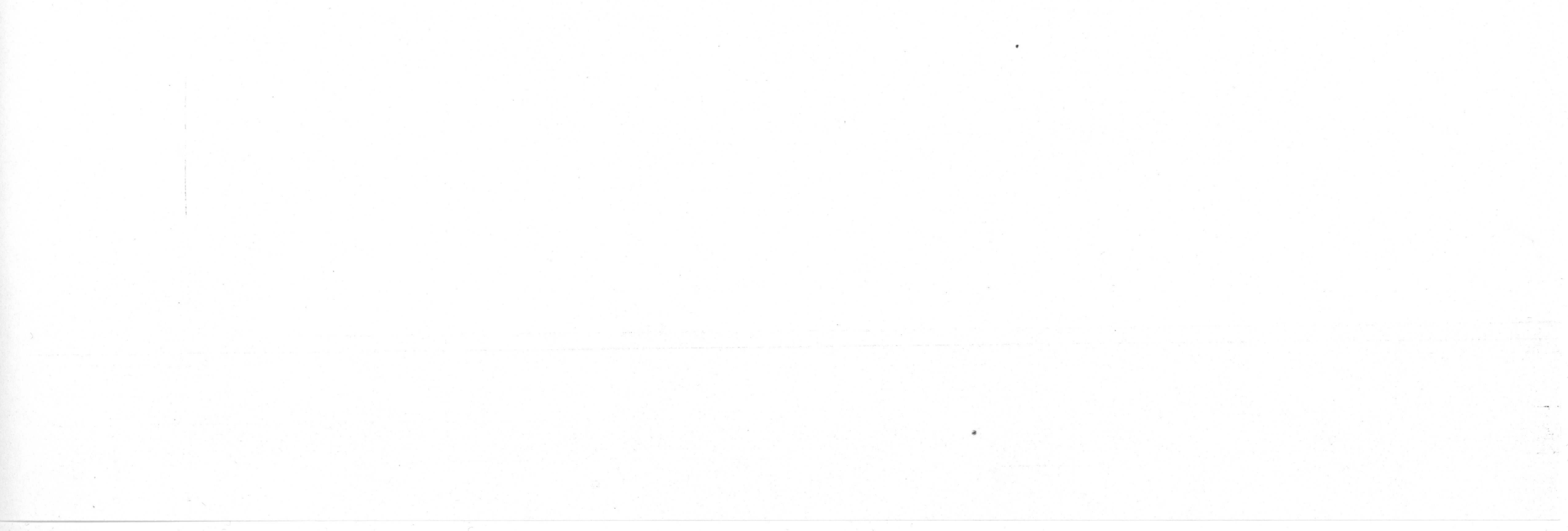
Thanks very much for your letter agreeing to serve on the "Plans for Progress" Subcommittee. I consider this an extremely important Subcommittee.

Best regards.

Sincerely yours,

Lyndon B. Johnson

Mr. Walter P. Reuther President, International Union UAW Solidarity House 8000 East Jefferson Avenue Detroit 14, Michigan





MWUA164 RAO83 DE R WB031 GOVT PD WALTER P REUTHER, PRESIDENT UNITED AUTOMOBILE AIRCRAFT AND AGRICULTURAL MPLEMENT WORKERS OF AMERICA CONFIRMING SPECIAL MEETING ON "PLANS FOR PROGRESS" TO BE HELD IN MY OFFICE ROOM 274 EXECUTIVE OFFICE BUILDING 230 PM WEDNESDAY JANUARY SEVENTEENTH 1962 VICE PRESIDENT LYNDON B JOHNSON CHAIRMAN THE PRESIDENTS COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY WASHINGTON

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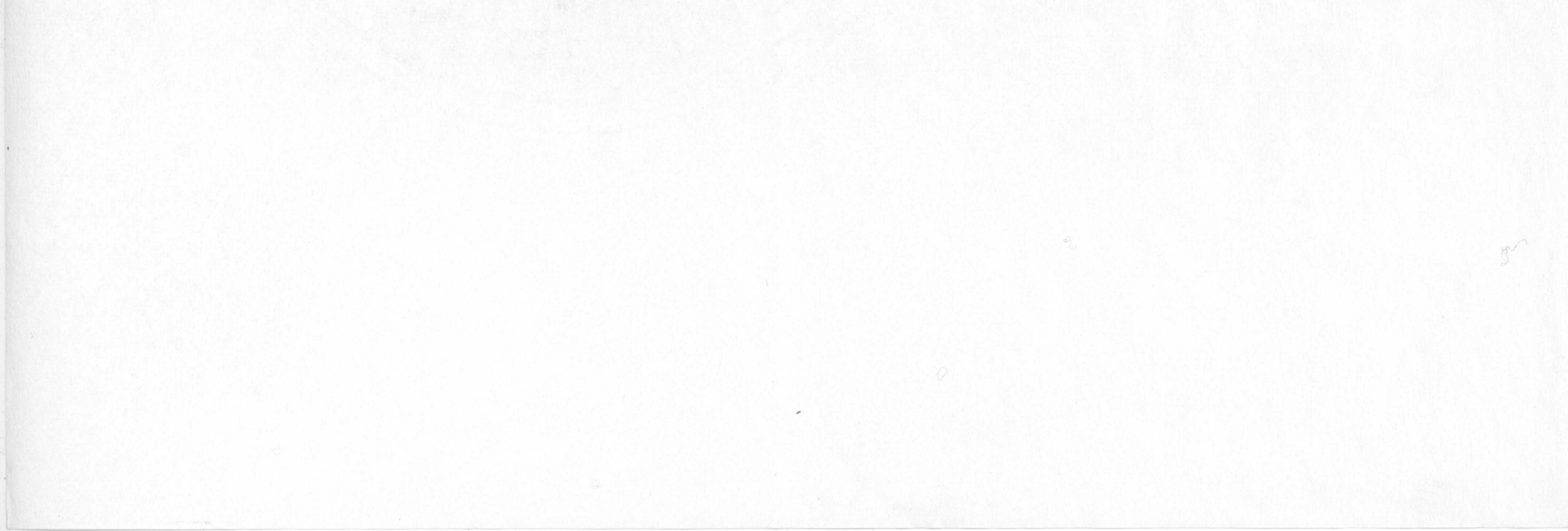
25. DC.

1203P EST JAN 15 62

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ESTERN UNION TELEGRAM

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#### STRAIGHT WIRE

Vice President Lyndon B. Johnson Washington, D. C.

### Regret other commitments of long standing will prevent my personal

participation in special meeting Plans for Progress, January 17th.

Have asked my Brother Roy to represent me. He is familiar with my

position on critical matters that will be discussed. Kinest personal

regards.

Walter P. Reuther, President

January 16, 1962

International Union, UAW

WPR:ob oieu 42



Jorequal EEB191962 THE VICE PRESIDENT 4 1 4 WASHINGTON to to to February 14, 1962

### Dear Walter:

It was very thoughtful of you to send

me the book and I especially appreciate the

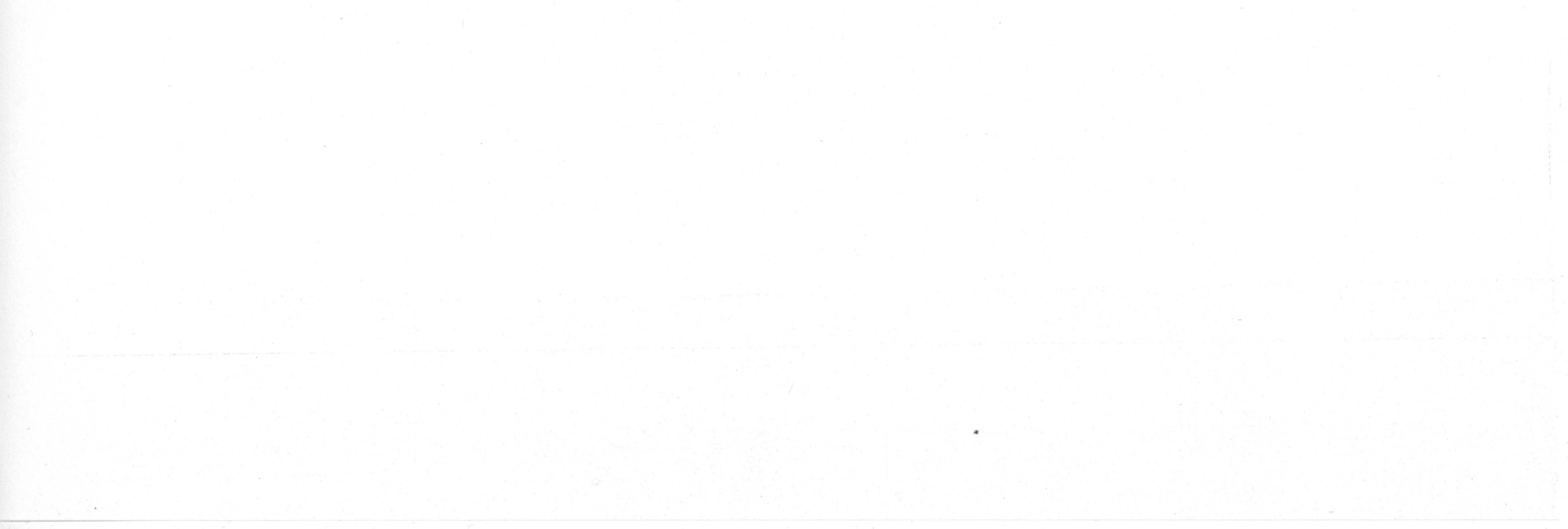
inscription. Thanks very much and I hope

we will be able to get together soon for a

good visit.

Sincerely, Λ B. Johnson

Mr. Walter Reuther 8000 East Jefferson Avenue Detroit 14, Mich

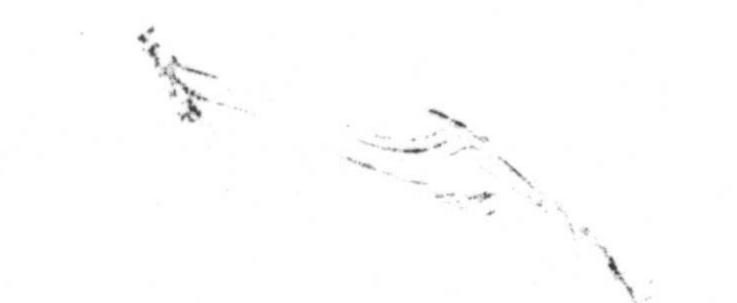


Conquer in verify



### THE VICE PRESIDENT

WASHINGTON



April 13, 1962

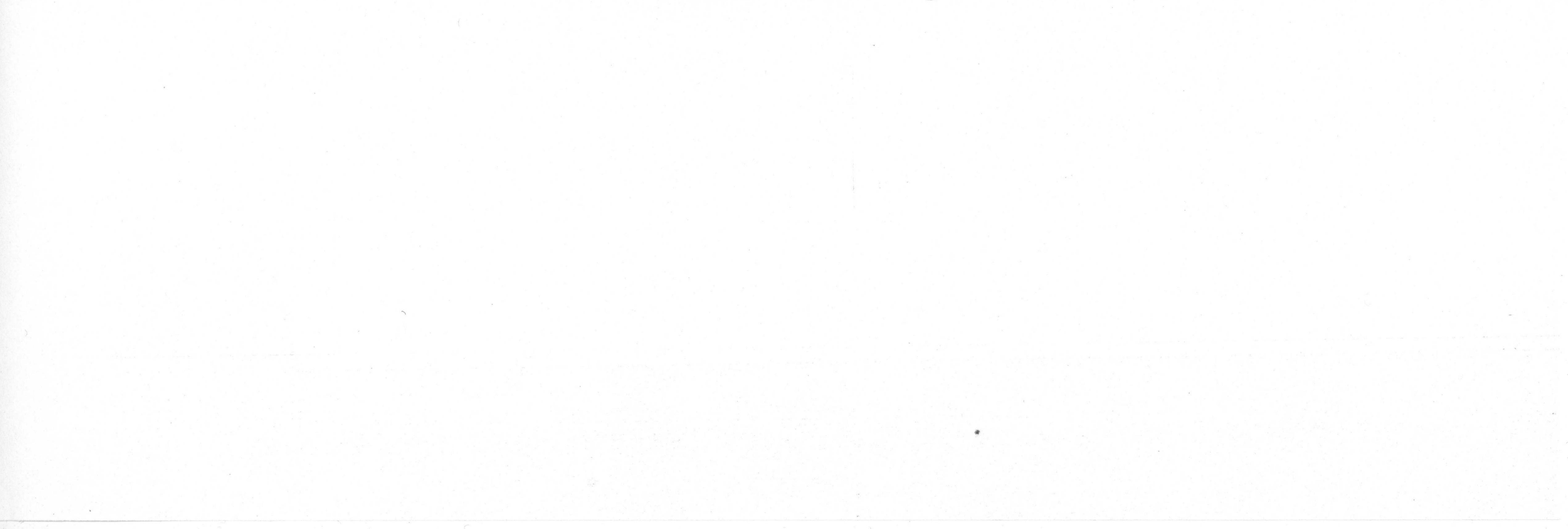
#### Dear Walter:

It is a long way from Johnson City, Texas to Washington, but it has been a pleasant way because of people like you.

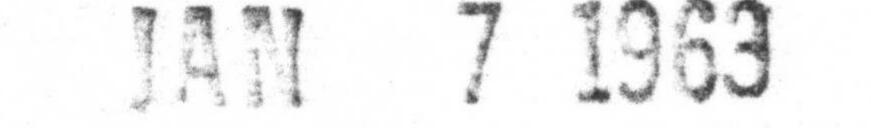
Thank you so much for your kind words and thoughts on my anniversary.

Sincerely, hnson

Mr. Walter P. Reuther, President International Union UAW 8000 East Jefferson Avenue Detroit 14, Michigan



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#### THE VICE PRESIDENT

WASHINGTON

January 3, 1963

#### Dear Walter:

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Thank you for your very appropriate message at the season which should remind us all that peace on earth, good will to men is the goal we must work toward.

Your message with the quotation from Isaiah served to do just that. My very best

wishes for the New Year.

Sincerely Mr. Walter P. Reuther United Automobile, Aircraft, and Agricultural Implement Workers of America 800 East Jefferson Detroit 14, Michigan



#### STRAIGHT WIRE

The Honorable Lyndon B. Johnson The Vice President of the United States The Capitol Washington, D. C.

It is precisely because our Union and I personally hold you in

such high esteem that I am impelled to send you this telegram concerning

the progress of the liberal effort to change the Senate filibuster rule.

The 1960 Democratic platform pledges action at the opening of

Congress to make majority rule prevail and also pledges Civil Rights

legislation which is only possible through majority rule in the Senate.

Your dedication to that Platform is unquestioned and we ask you

now to utilize your great parliamentary skill to help fulfill these pledges.

The leadership and the membership of the United Automobile Workers

Union has been in this struggle against the filibuster since 1951. In 1953,

Vice President Barkley was prepared to rule that a majority of the Senate

of a new Congress had constitutional power to act on its Rules. In 1957,

1959 and 1961, Vice President Nixon made repeated advisory rules that a

majority of the Senate of a new Congress could terminate debate under the

Constitution and to get a vote on their rules. We feel the urgency of this

matter requires our asking you to do no less and we are confident you would not to do less.

The Civil Rights groups that met with you yesterday came away

disappointed in your refusal to indicate that any of the proposals made by

#### -2- Vice President

the liberal Senators for closing debate were acceptable to you. We are

also concerned by your colloquy with Senator Kuchel in which you indicated

that you would put constitutional issues to the Senate for debate rather than

for a vote. It is our belief that it is your duty as presiding officer of the

Senate not to put Constitutional issues to the Senate for debate but to put

Constitutional issues to the Senate for a vote after reasonable debate.

We cannot help but feel that the most important thing in the Civil

Rights effort today is for you and the Humphrey-Kuchel forces to agree on

a method for coming to a vote and to announce this agreement publicly. In

this way Senators can vote with the liberal group on the parliamentary question

with full knowledge that they are not going down a blind alley. The present

confusion is underming the liberal position in the filibuster fight and we urge

you to make your position clear. You have made a significant continuing

contribution as part of the Administration in the field of Civil Rights both as

Vice President and Chairman of the Committee on Equal Opportunities. It

would be most unfortunate and disappointing to millions of Americans who

look up to you and the Administration for affirmative leadership in meeting

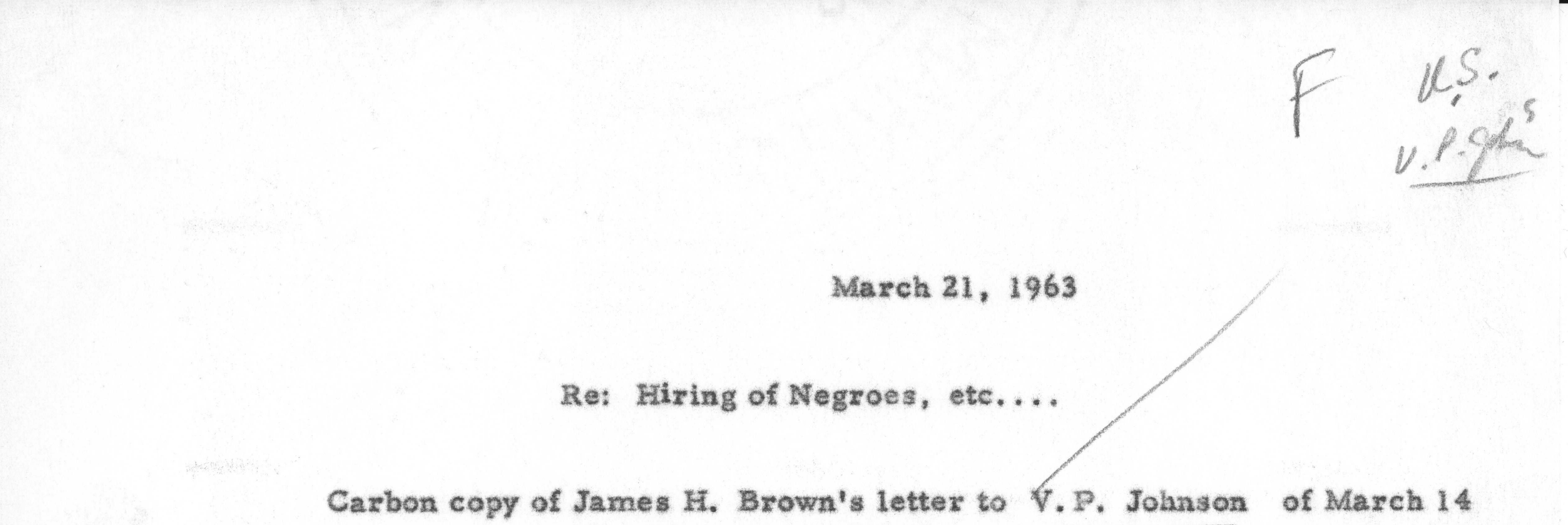
the Democratic Party Platform pledge on Human Rights if this moral

commitment was not fulfilled.

With kindest regards and all good wishes, I am

Sincerely yours, WALTER P. REUTHER, President

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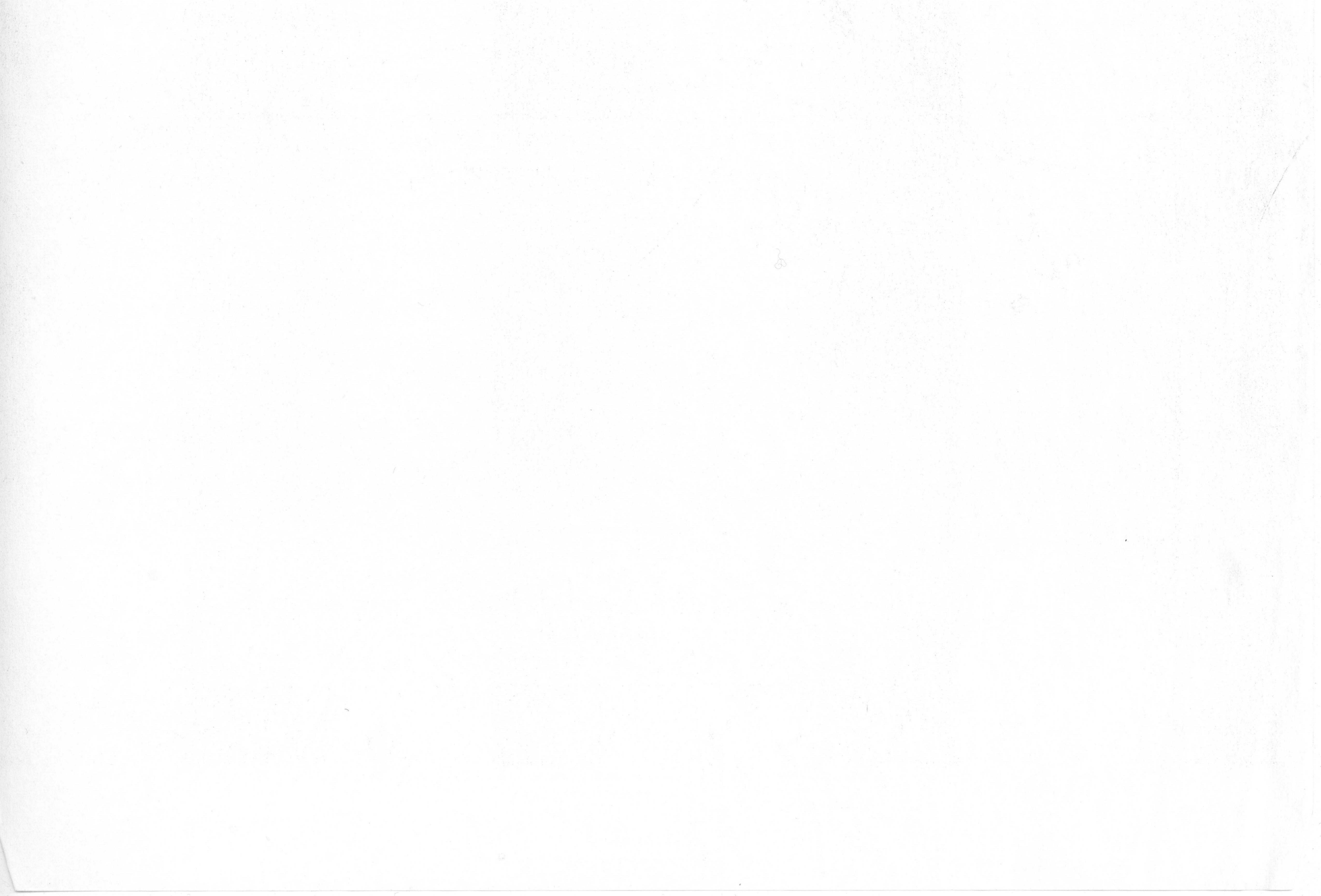


re: Violation of Executive Order No. 10925 in connection

with Ford Motor Company- and requesting meeting before all U.S.

Government Agencies who have let contract orders to Ford.

has been referred to BILL OLIVER "for his information, etc"



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### THE VICE PRESIDENT

WASHINGTON

JAN 31

Mr. Walter P. Reuther President, UAW 8000 East Jefferson Detroit, Michigan

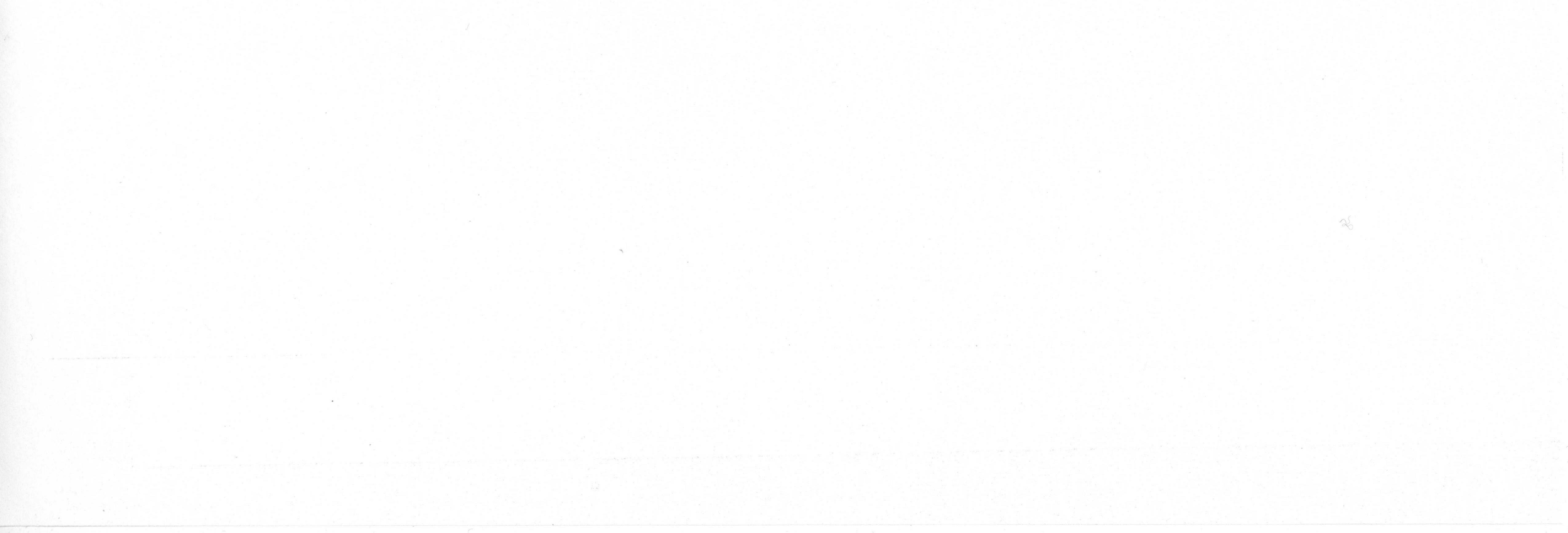
Dear Walter:

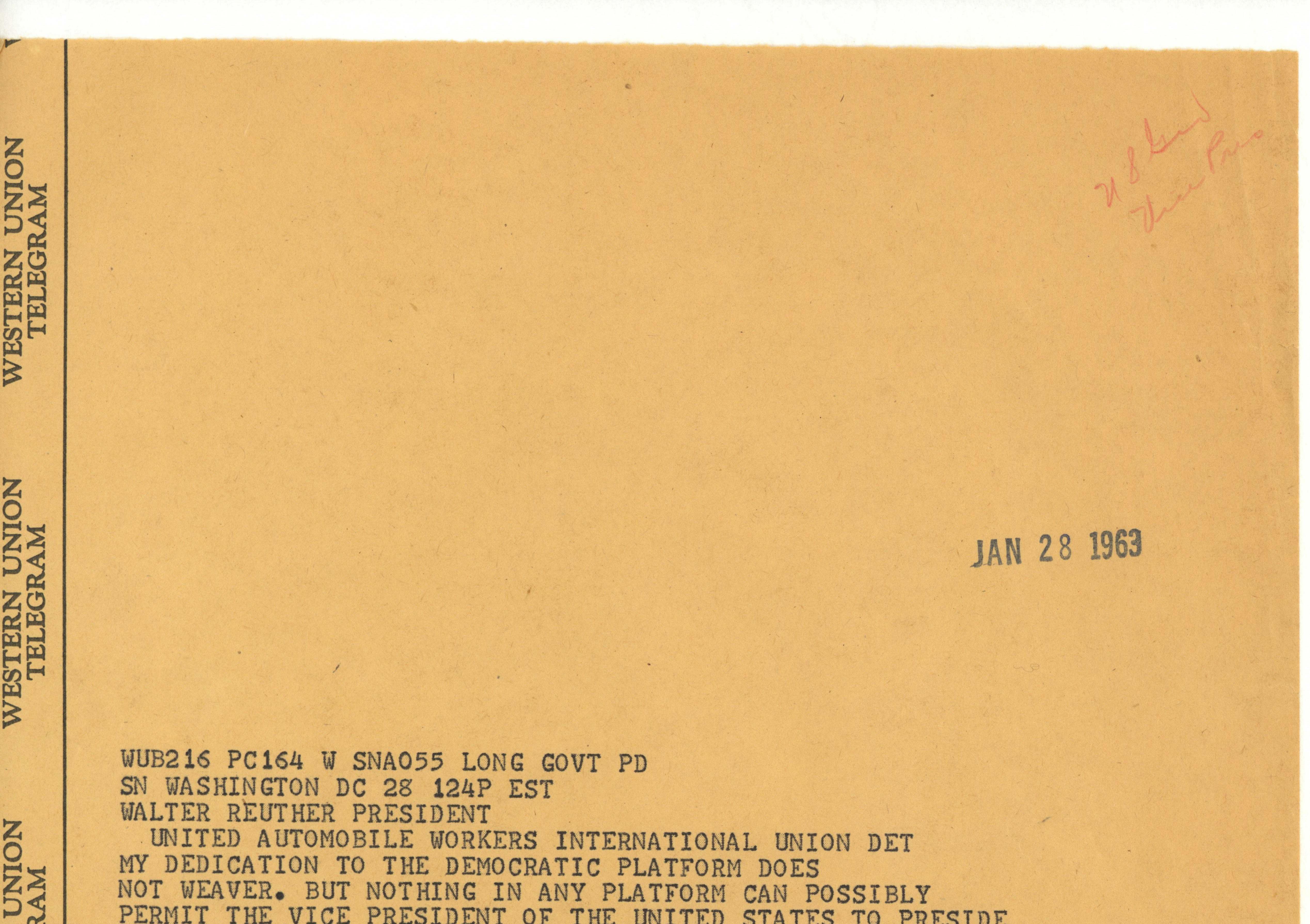
I enjoyed seeing you during my recent Detroit visit. It was a pleasure to sit down with you and your union associates to discuss those matters of mutual interest. I look forward to similar gatherings.

My best wishes to you during 1963.

Sincerely,

Lyndon B. Johnson



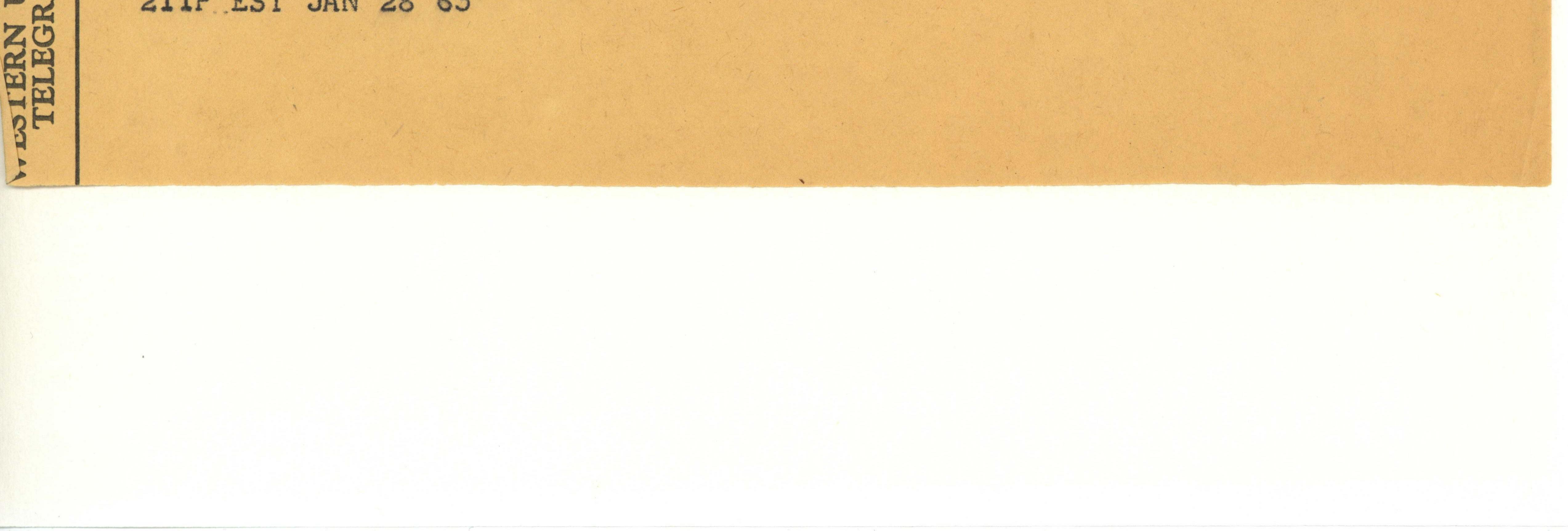


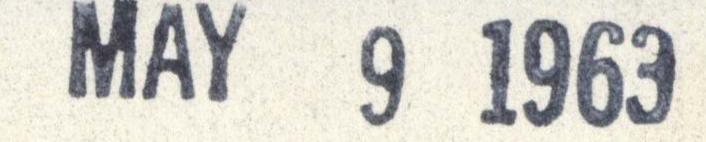
MY DEDICATION TO THE DEMOCRATIC PLATFORM DOES NOT WEAVER. BUT NOTHING IN ANY PLATFORM CAN POSSIBLY PERMIT THE VICE PRESIDENT OF THE UNITED STATES TO PRESIDE OVER THE SENATE IN ANY MANNER EXCEPT IN ACCORDANCE WITH THE CONSTITUTION OF THE UNITED STATES. NO PRESIDING OFFICER IN THE LONG HISTORY OF THE SENATE HAS EVER PRESUMED TO DENY THE SENATE ITSELF THE RIGHT TO MAKE DECISIONS ON CONSTITUTIONAL QUESTIONS. I INTEND TO PRESIDE IMPARTIALLY AND OBJECTIVELY AND IN ACCORDANCE WITH CONSTITUTION AND THE UNIFORM PRECEDENTS LAID DOWN BY ALL MY PREDECESSORS WHO PASSED ON THIS MATTER. I BELIEVE THAT YOU AND MILLIONS OF OTHER AMERICANS WOULD BE DISAPPOINTED IF I DID OTHERWISE. WITH KINDEST REGARDS LYNDON B JOHNSON (32). 211P EST JAN 28 63

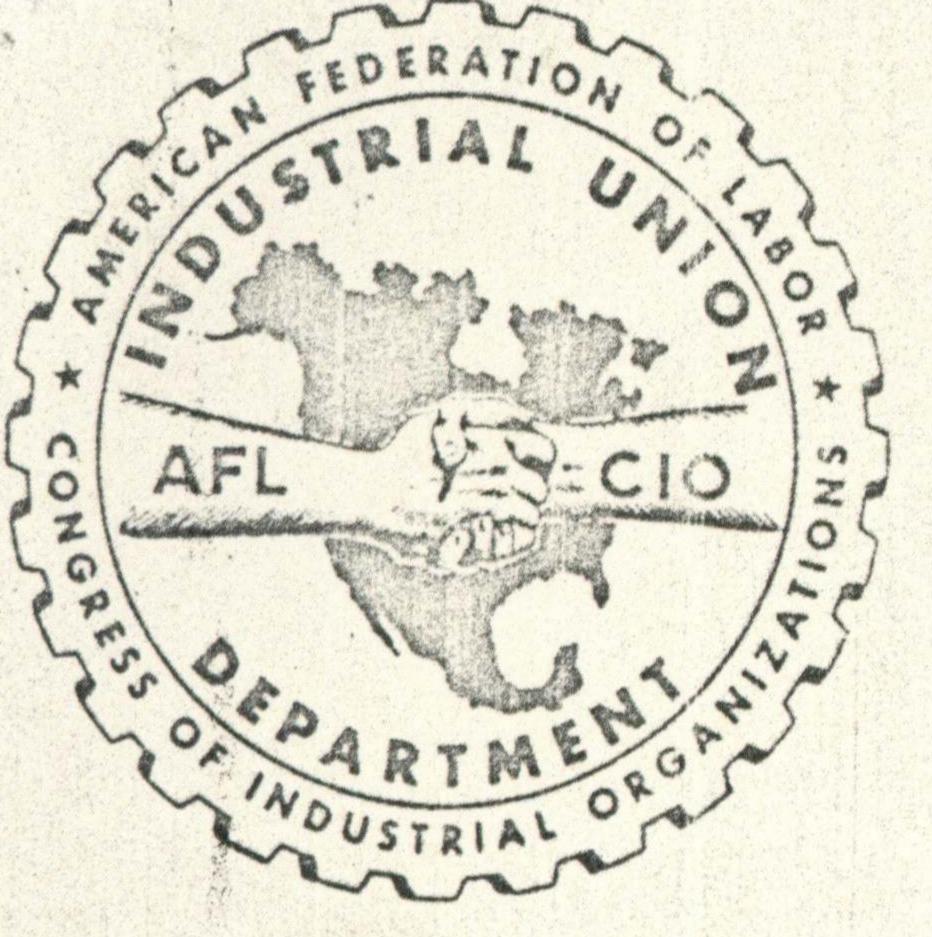
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EXECUTIVE 3-5581 815 SIXTEENTH STREET. N. W., WASHINGTON 6. D. C.

May 7, 1963

WALTER P. REUTHER PRESIDENT

JAMES B. CAREY SECRETARY-TREASURER

The Honorable Lyndon B. Johnson Vice President and Chairman President's Committee on Equal Employment Opportunity Washington 25, D.C.

Dear Mr. Vice President:

I have been concerned about the difficulties we have encountered in activating the Sub-Committee on Skills Improvement and Up-Grading. Because this Sub-Committee is very small it has been difficult to find a meeting schedule for all of the members and there has been hesitancy to proceed without full participation.

In view of this and in view of the overlapping interests which my Sub-Committee has with those on Vocational Education and Apprenticeship, I would strongly urge you to reorganize this Sub-Committee structure assigning these common areas of interest to a single somewhat larger sub-committee. I would also urge that the chairman of this enlarged committee be one of the Government members, either the Secretary of Labor or the Secretary of Health, Education and Welfare. Further, I would strongly urge the assignment of regular staff to service this combined effort as I would consider it to be the most important interest to the Committee beyond that of our regular compliance program. Not only are the problems of enlarging apprenticeship opportunities and improving vocational education programming of vital interest, but I believe we have urgent need for a broad study aimed at improving skills in and opportunities in the white collar field. I sincerely hope that you will support this recommendation at the next meeting of the President's Committee.

In conclusion, I continue to be disturbed at the fact that the President's Committee has not held regular meetings. I think this is essential. Regular scheduled meetings will correct what has been an aggravating problem of inadequate notice to Committee members of the meetings that we have had.

JOSEPH CURRAN KARL F. FELLER MAX GREENBERG VICE PRESIDENTS: GEORGE BURDON JOSEPH A. BEIRNE I. W. ABEL WALTER L. MITCHELL PAUL L. PHILLIPS O. A. KNIGHT RALPH HELSTEIN ALBERT J. HAYES A. F. HARTUNG ARNOLD ZANDER FRANK ROSENBLUM LOUIS STULBERG . WILLIAM POLLOCK

The Honorable Lyndon B. Johnson

-2-

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May 7, 1963

This feeling has been shared by other members of the Committee and is a criticism that I feel fully justified in sharing with you in the hope that you will take the necessary steps to enable those of us who are lending our names to the Committee to also lend our full support.

Very sincerely yours,

Walter P. Reuther, President INDUSTRIAL UNION DEPARTMENT AFL-CIO

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### THE VICE PRESIDENT

#### WASHINGTON

May 14, 1963



### Dear Walter:

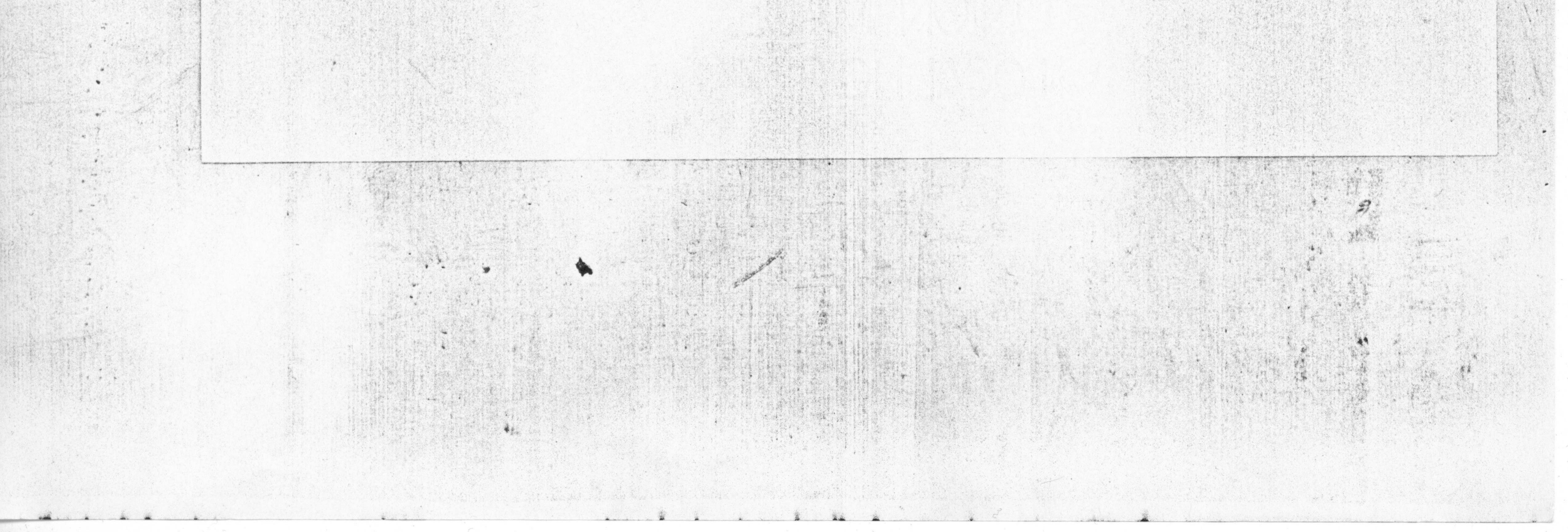
I will certainly be happy to take up your request for reorganizing the Subcommittee at our next meeting. This I expect to be held very soon (although with ample notice).

I am sorry that you have been unable to get the Subcommittee members together. We will see what can be done.

Sincerely

# Lynfløn B. Johnson

Mr. Walter P. Reuther, President Industrial Union Department, AFL-CIO 815 Sixteenth Street N. W. Washington 6, D. C.

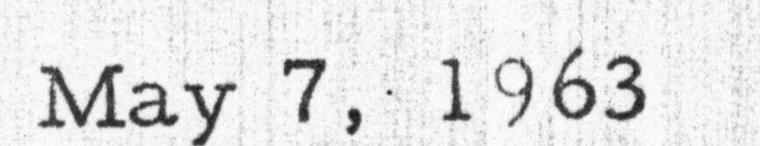




EXECUTIVE 3-5581 815 SIXTEENTH STREET. N. W., WASHINGTON 6. D. C. .

> WALTER P. REUTHER PRESIDENT

JAMES B. CAREY SECRETARY-TREASURER



The Honorable Lyndon B. Johnson Vice President and Chairman President's Committee on Equal Employment Opportunity Washington 25, D.C.

Dear Mr. Vice President:

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VICE PRESIDENTS: KARL F. FELLER JOSEPH A. BEIRNE JOSEPH CURRAN MAX GREENBERG GEORGE BURDON I. W. ABEL . WALTER L. MITCHELL O. A. KNIGHT PAUL L. PHILLIPS RALPH HELSTEIN ALBERT J. HAYES A. F. HARTUNG CL 533 ARNOLD ZANDER LOUIS STULBERG FRANK ROSENBLUM • WILLIAM POLLOCK

### The Honorable Lyndon B. Johnson

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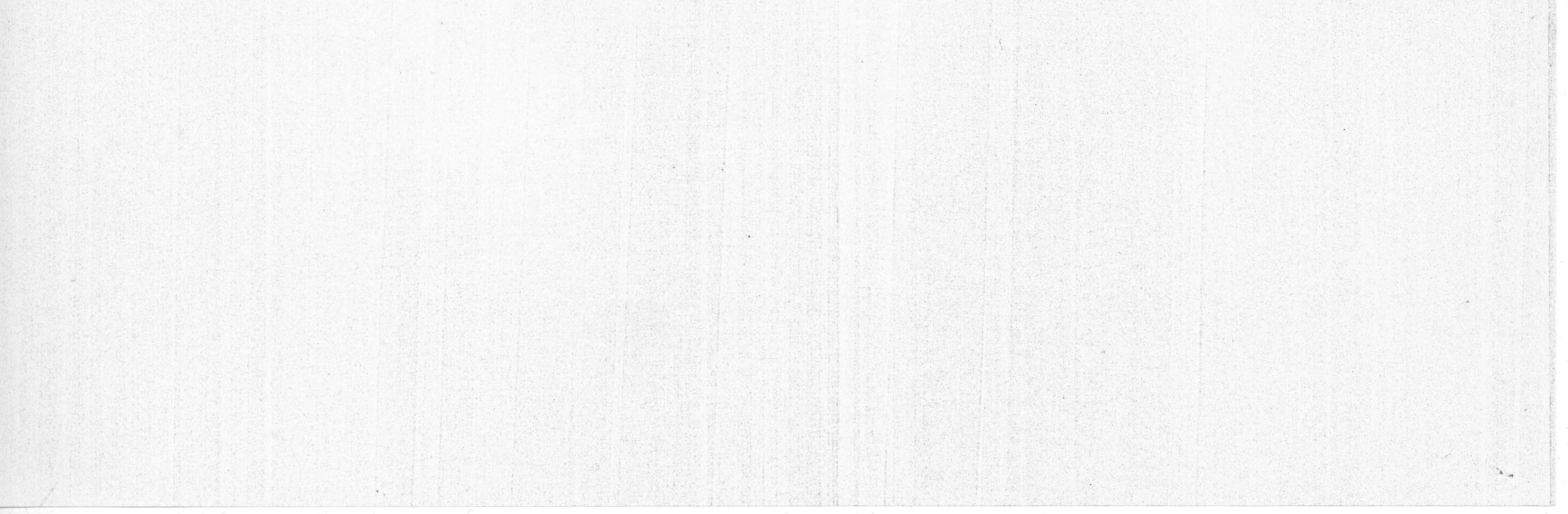
This feeling has been shared by other members of the Committee and is a criticism that I feel fully justified in sharing with you in the hope that you will take the necessary steps to enable those of us who are lending our names to the Committee to also lend our full support.

-2-

Very sincerely yours, Ualta Handbook Walter P. Reuther, President INDUSTRIAL UNION DEPARTMENT AFL-CIO

May 7, 1963

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State State State State State State

1 St. St. B. B. S.

Honorable Robert F. Kennedy Attorney General Washington 25, D. C.

### Dear Mr. Attorney General:

Confirming our conversation of yesterday, I have had Hobart Taylor, Executive Vice Chairman of the Committee, telephone the 26 corporations appearing on Attachment No. 1, with reference to improving employment in the 28 cities shown on Attachment No. 2.

COPY

May 23, 1963

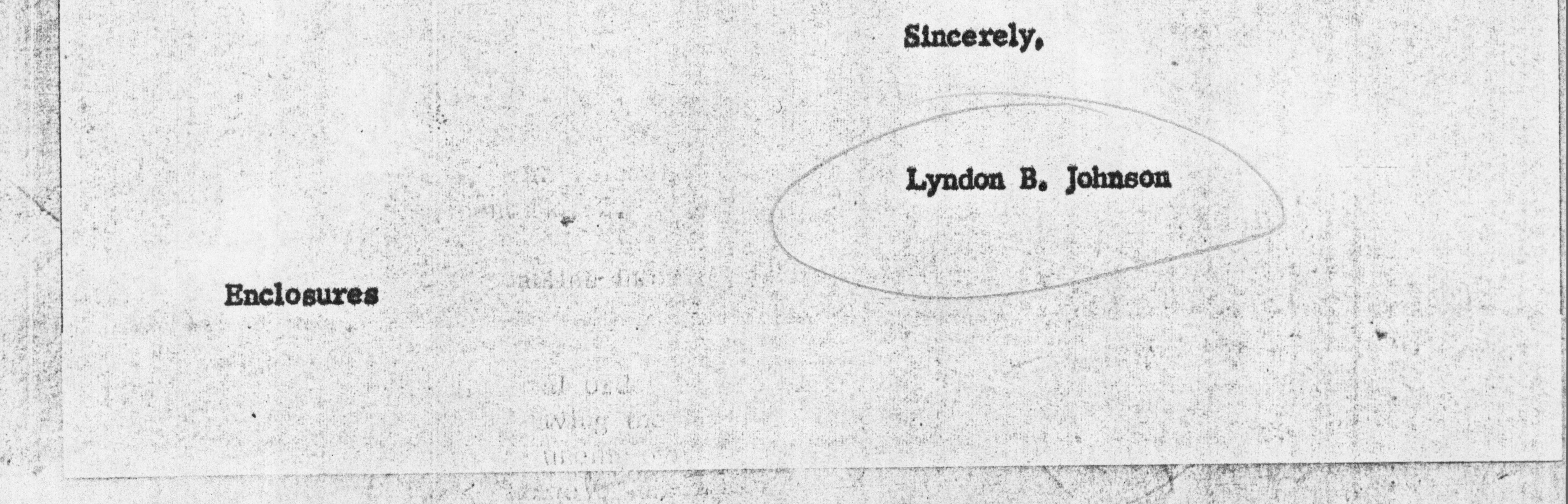
- Attachment No. 2 contains information obtained from the Labor Department and shows:
  - In alphabetical order the several states involved.
    The cities having the largest number of unemployed in such states.
    The rate of unemployment in such cities.
    The percentage of unemployed that are Negro, and
    The percentage of Negro population to total population. (The percentage of Negro population to total population may not be entirely accurate, as it only shows the ratio within the corporate limits of the cities involved, and does not express it with reference to the metropolitan area. As we know, the

suburbs generally hold a much higher percentage of whites.)

With respect to Attachment No. 1, an investigation was made to determine which Plans for Progress companies have the largest southern employment, and, according to the information received from the Commerce and Labor Departments, the 26 companies shown on Attachment No. 1 were the largest in this category.

In each case, a commitment was received from the official in charge of industrial relations or personnel to give special emphasis to the hiring of minority personnel over the next few months. They will advise us as to their progress.

Mr. Taylor informs me that they were cooperative, and stated that they would try to help.



#### Attachment No. 1

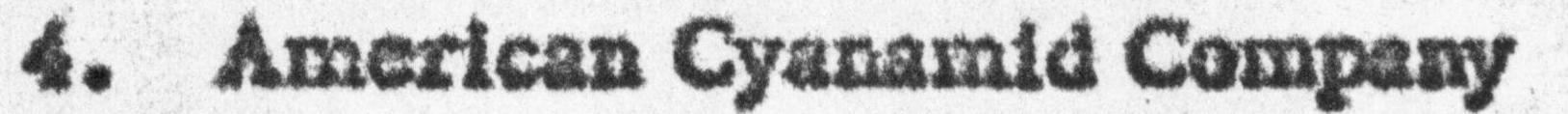
### PLANS FOR PROGRESS COMPANIES THAT ARE MAJOR EMPLOYERS IN THE SOUTHERN STATES

Aluminum Company of America

2. American Airlines, Inc.

30

3. American Can Company



5. AVCO Corporation

6. Chrysler Corporation

7. Collins Radio Company

8. Douglas Aircraft Company

9. E. I. du Pont de Nemours Company

10. Firestone Tire and Rubber Company



12. General Blectric Company

13. General Motors Corporation

14. International Harvester Company

### 15. The Affiliated Kalser Companies

16. Lockheed Aircraft Corporation

17. Olin Mathleson Corporation

### 18. Pan American World Airways

### 19. Radio Corporation of America

### 20. Socony Mobil Oll Company

### 21. St. Regis Paper Company

-

### Plans for Progress Companies (cont.)

.

### 22. Texas lastruments, Inc.

Union Carbide Corporation 23.

24. United States Rubber Company



### 25. Western Electric Company, Inc.

#### Westinghouse Electric Corporation 26.

### Attachment No. 2

% of Negro % of Negro Population Unemployment to Total to Total Population Unemployment Unemployment

52.3%

50.9%

34.5%

20.7%

34.9%

...

32.3%

34.6%

21.5%

### Mobile

Birmingham

AREA

ALABAMA

### ARKANSAS

-

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4

-

### Little Rock-N. Little Rock

### FLORIDA

### Ft. Lauderdale-Hollywood

### Jacksonville

### Miami

Tampa-St. Petersburg

## 7,500 43, 300

Total

Unemployment

13,200

5,400

3,700

9,000

4.8% 14, 300

Rate of

5.4%

4.6%

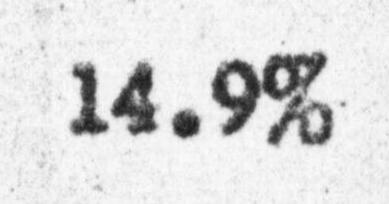
3.5%

6.7%

# 4.0% 9.2%

21.1%

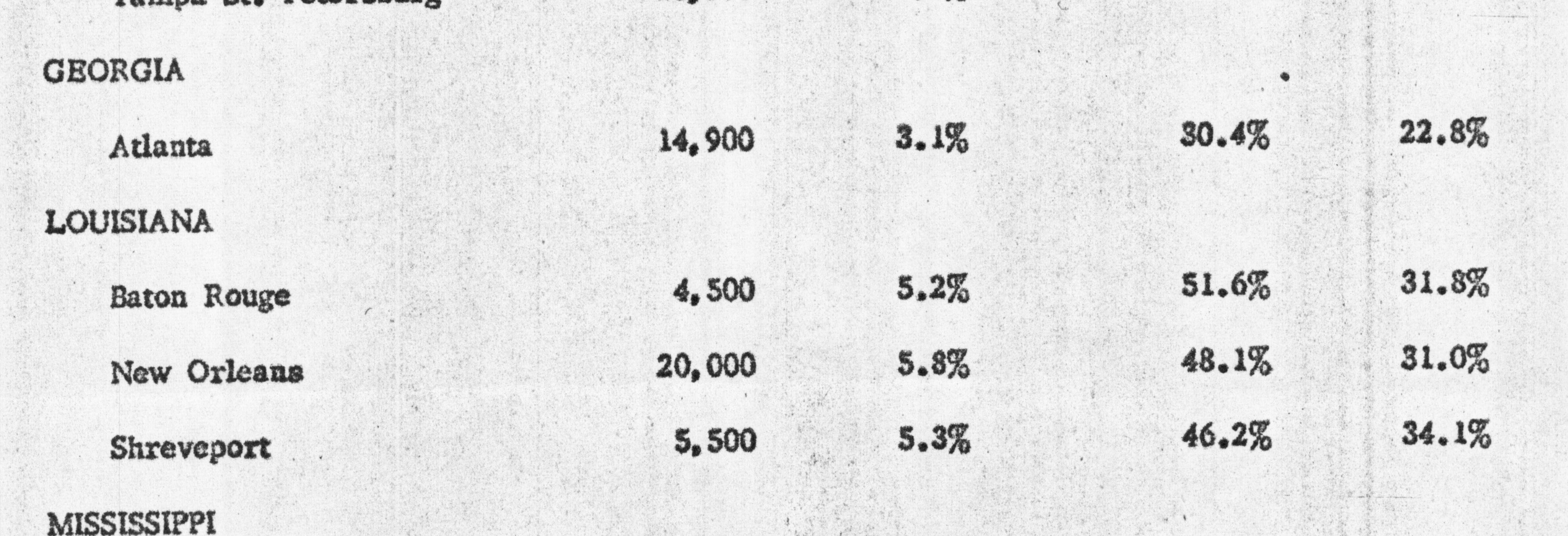
# 15.5%



23.4%

16.6%





### Jackson

### NORTH CAROLINA

### Charlotte

3,600

4,700

4.3%

3.5%

56.7%

39.4%

24.6%

40.0%

### North Carolina (cont.)

### Durham

### Greensboro-High Point



- -

.

### Oklahoma City

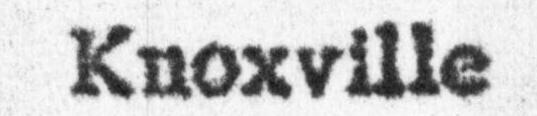
Tulsa

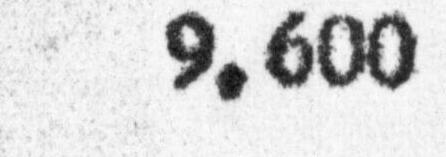
### SOUTH CAROLINA

Columbia

### TENNESSEE

Chattanooga



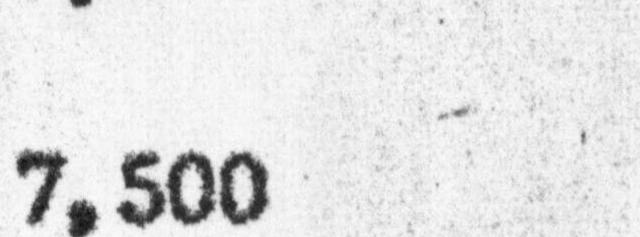


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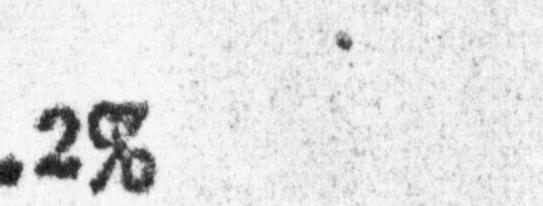
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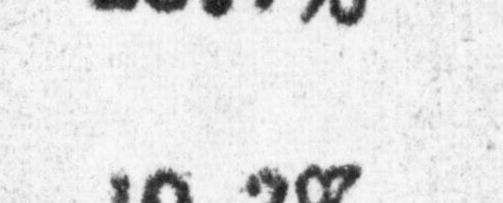
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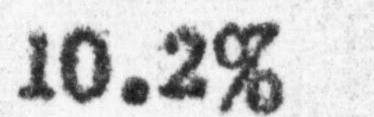
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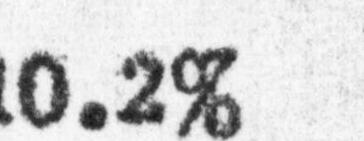


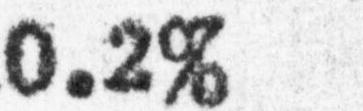






















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### Memphis

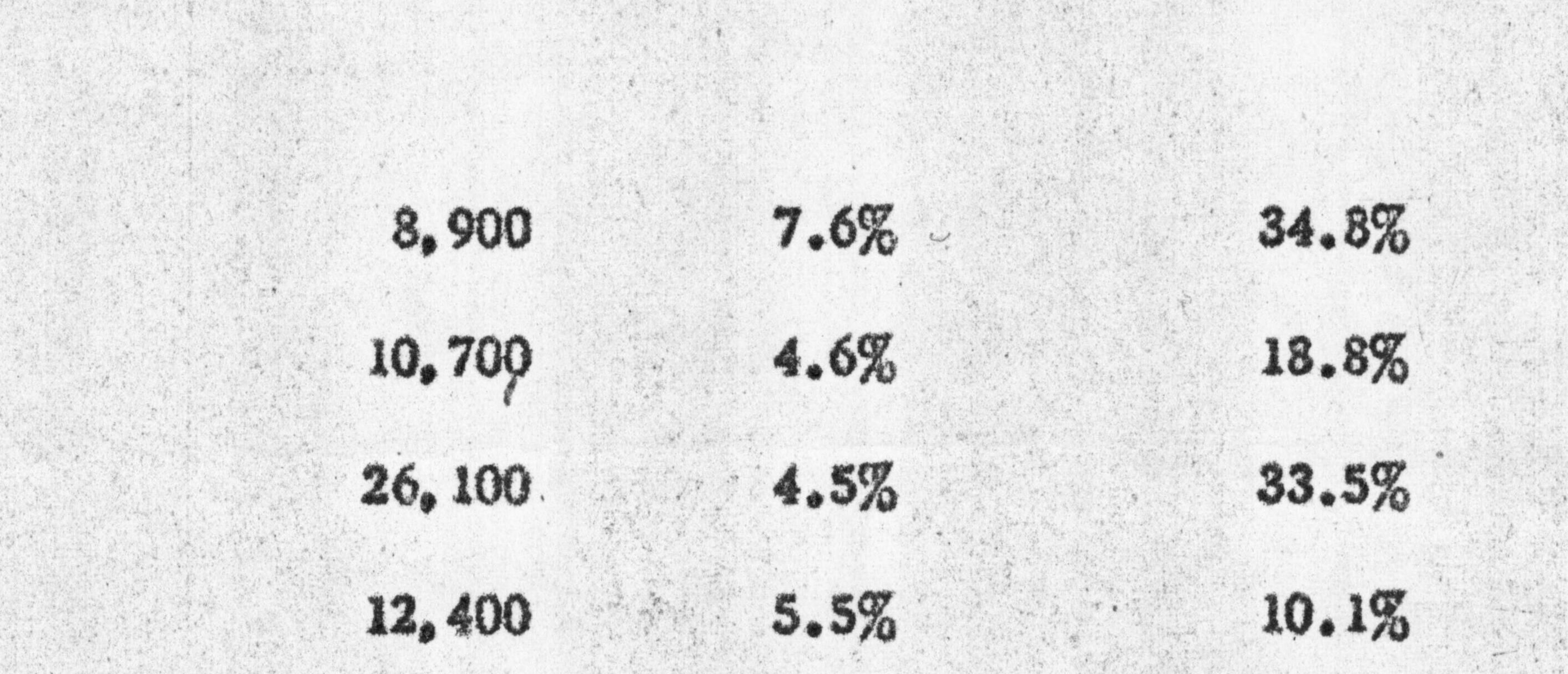
Nashville

TEXAS

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Houston San Antonio

Fort Worth



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### VIRGINIA

### Norfolk-Portsmouth

### Richmond

( service in varial JUN 17 1963 THE VICE PRESIDENT WASHINGTON

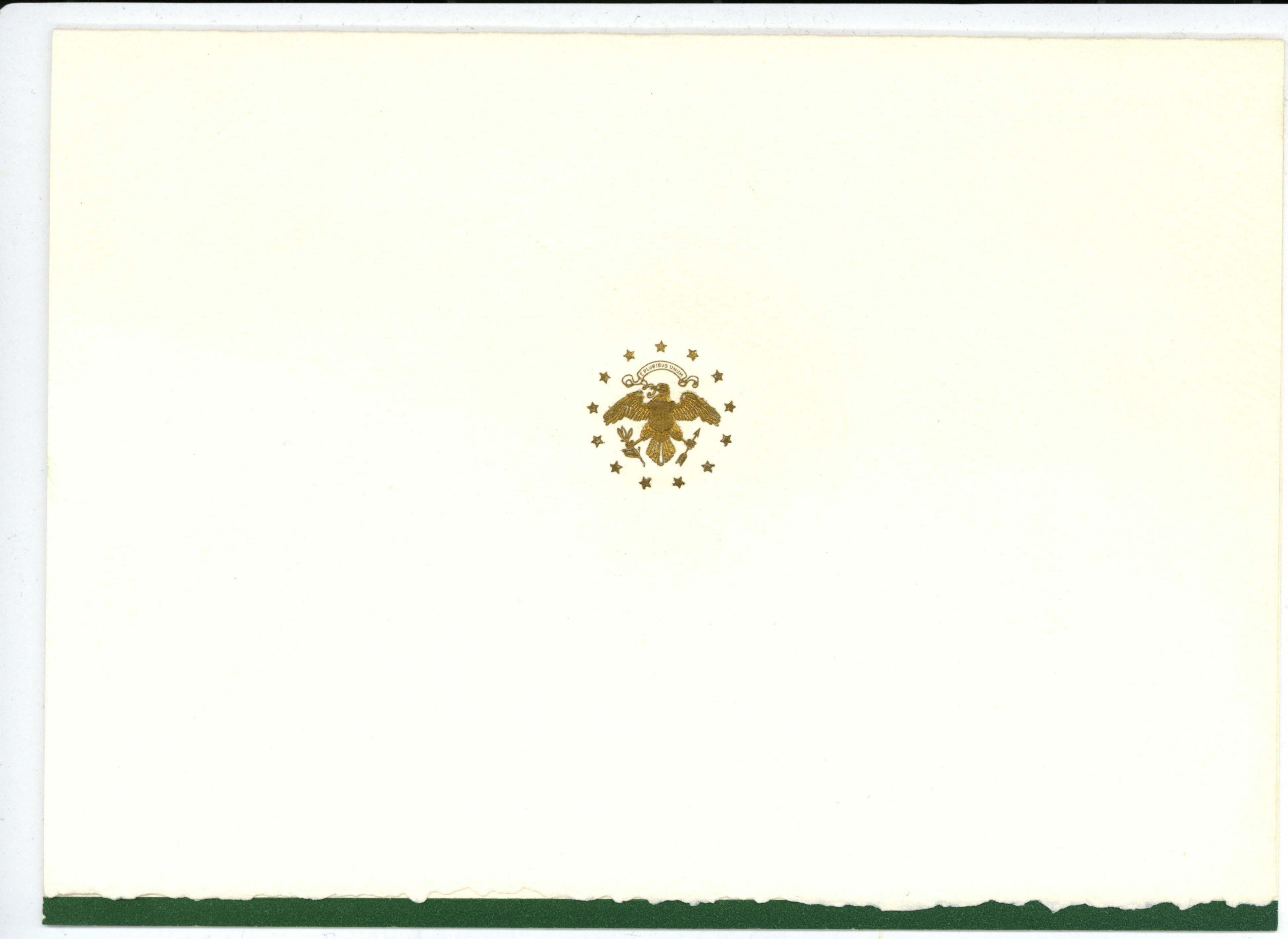
#### Dear Walter:

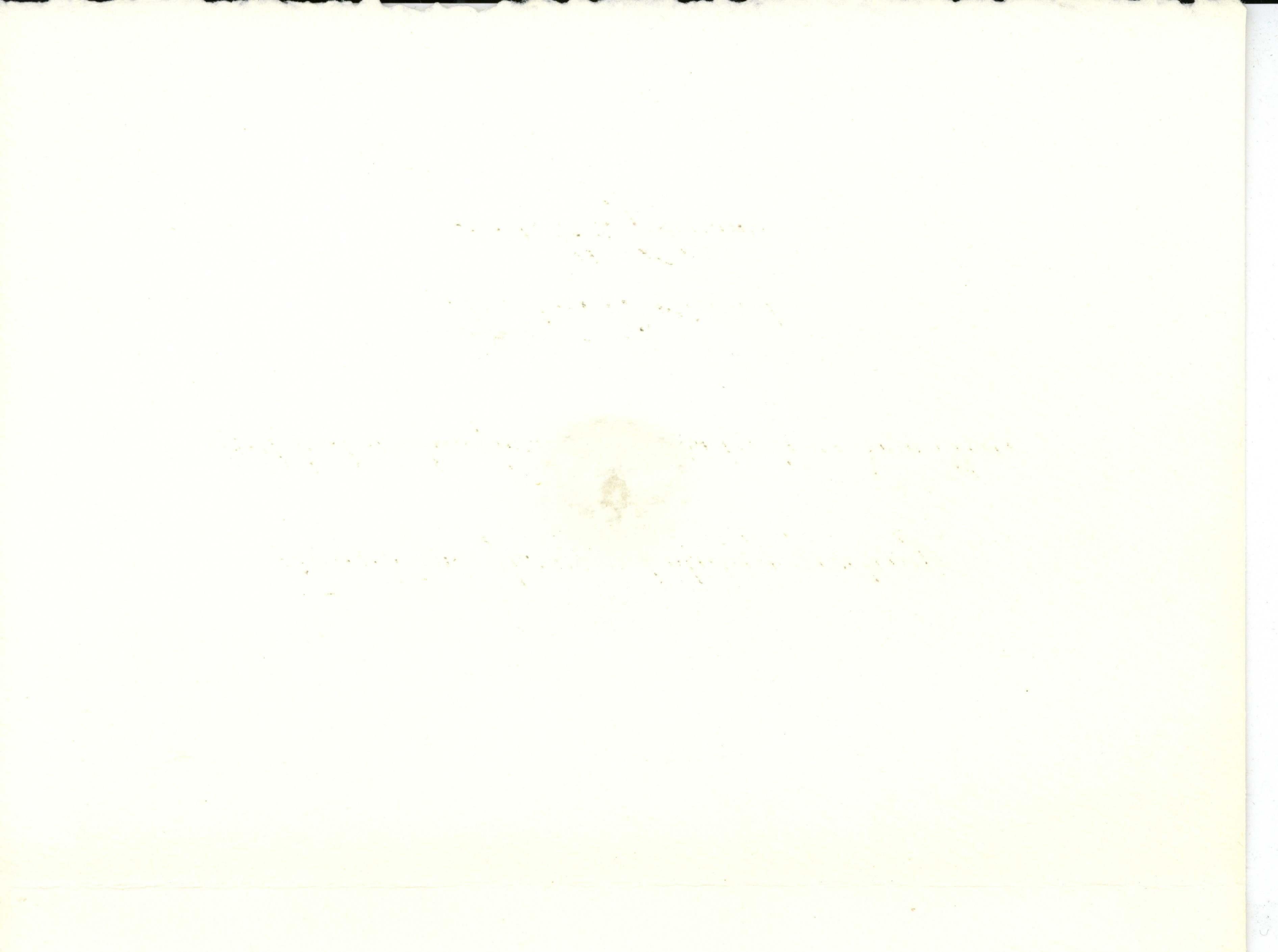
I agree with you that we are facing a moral question in which halfway measures will not do. All legislative proposals are under study.

Meanwhile, I believe it is incumbent upon all men of good will to make a moral commitment to the principle that people in a free society must have an equal opportunity and equality before the law. Regards.

Sincerely Lyndon B. Johnson Mr. Walter P. Reuther, President International Union, UAW Detroit, Michigan





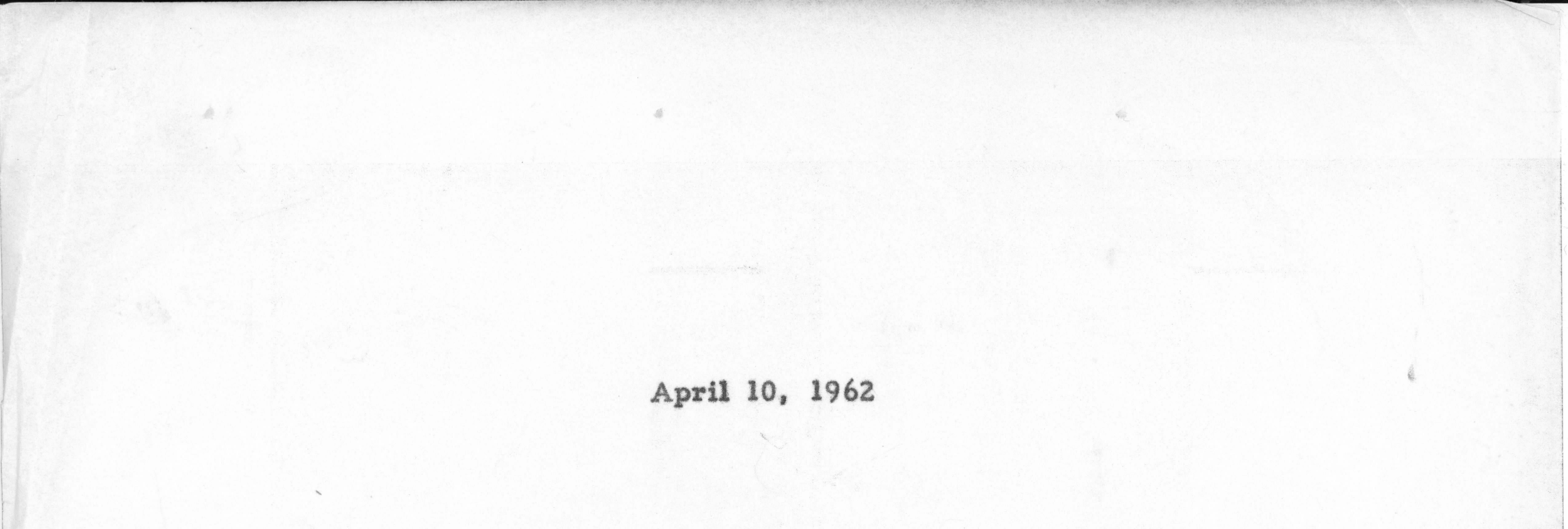


Thank you for your holiday greetings

and best wishes for happiness in the New Year

The Vice President

and Mrs. Johnson



#### Dear Lyndon:

My heartiest congratulations to you on the occasion of your 25 years of devoted and dedicated service to the American people.

It is a long way from Johnson, Texas to Washington and there is much history crowded in the period between April 10, 1937 and today. You have contributed much to the strength of democracy and to human freedom during these 25 years.

It is a great privilege to share your friendship and to have the opportunity of working with you in the vineyards of American democracy as we search for answers to challenging problems and as we work to bring to practical fulfillment the great promise of our free society.

Kindest personal regards and all good wishes.

Sincerely,



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The Honorable Lyndon B. Johnson Vice President of the United States Washington, D. C.

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### THE VICE PRESIDENT

WASHINGTON

August 20, 1962

Dear Mr. Reuther:

I am writing to bring to your personal attention a matter of great importance to your union, to the President's Committee on Equal Employment Opportunity which I chair, and to the Nation: the elimination of discrimination by reason of race, creed, color or national origin in employment opportunities and the resulting full utilization of all of our manpower resources. The elimination of discrimination is crucial not only to our national interest but also to our international posture as a leader of the free world. The full utilization of our manpower resources is essential to the economic growth and development that is both the challenge and the promise of our country.

The President's Committee on Equal Employment Opportunity through my efforts and through those of the Secretary of Labor, who is Vice Chairman, has been working closely with the AFL-CIO Civil Rights Committee in connection with our common goal of fair employment practices. It is my sincere conviction that this goal can come more closely within our grasp if your union and the other international unions of the AFL-CIO can join with the Committee on Equal Employment Opportunity in a joint statement on a union program for fair practices.

I am attaching with this letter a proposed draft of such a joint statement. We have developed this draft with the purpose and hope that it will be acceptable to the various international unions. It is, of course, acceptable to the Chairman and Vice Chairman of the President's Committee.

On behalf of the President as well as the Committee, I invite you to join with us in an effort to promote equal employment opportunities by adopting such a joint statement. It is our

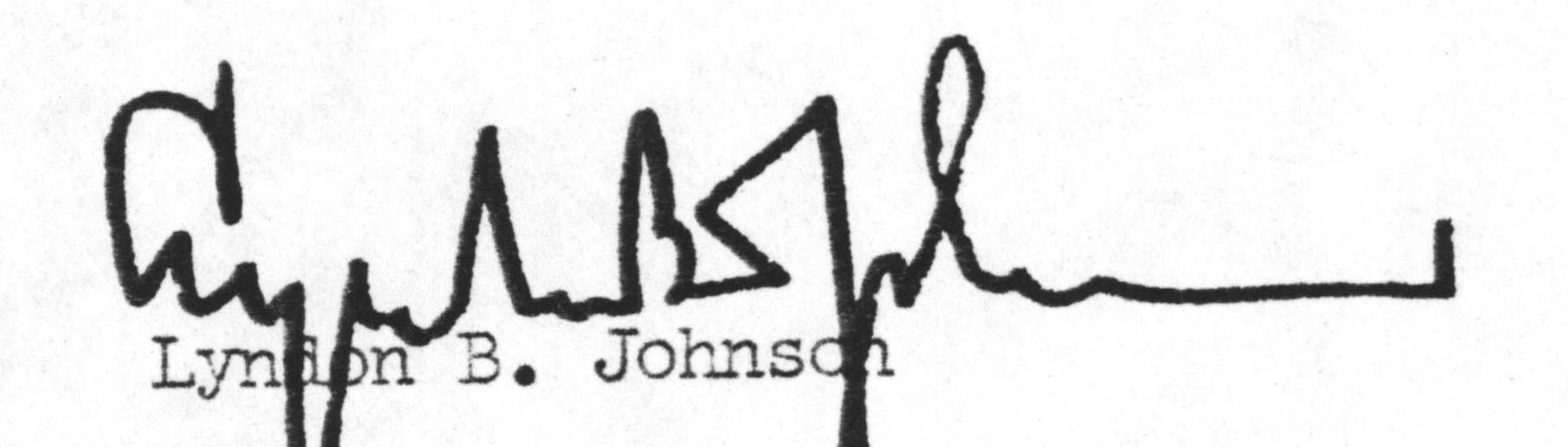
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plan to have a signing ceremony in the White House, where the participating unions and I would sign these joint statements and meet with President Kennedy. The President's presence at this signing, which shall take place in October, is but a small evidence of his great personal interest in this most important undertaking.

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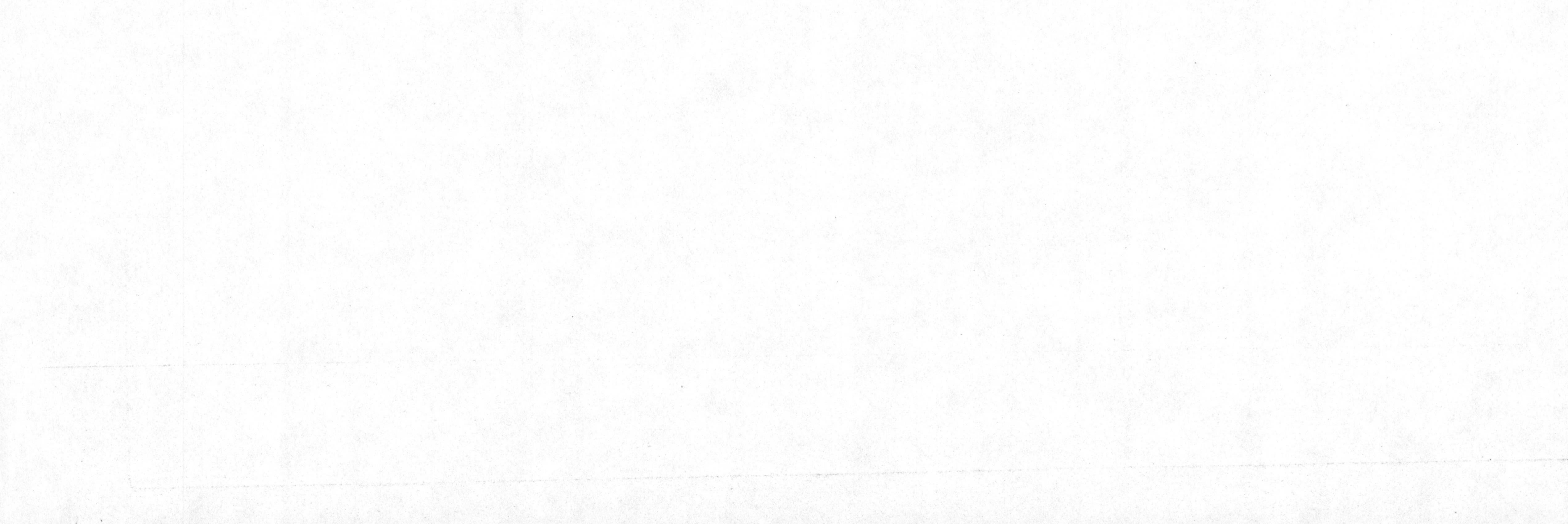
I would appreciate it if you would address whatever questions you may have with respect to this joint statement to the Secretary of Labor.

Yours sincerely,



Mr. Walter P. Reuther President

Automobile, Aircraft and Agricultural Implement Workers of America, United 8000 East Jefferson Avenue Detroit 14, Michigan



### JOINT STATEMENT ON UNION PROGRAM FOR FAIR PRACTICES

We welcomed President Kennedy's historic Order No.10925 establishing a unified, revitalized and greatly strengthened President's Committee on Equal Employment Opportunity.

We propose to cooperate with the Committee in attaining its goals of equal opportunity in all aspects of employment, tenure, terms and conditions of employment in work assignment, promotion and transfer without regard to race, creed, color or national origin.

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While the Committee's program is confined to employment under Federal Government contracts and to Federal employment, we shall continue to extend our union program for fair practices to all employment.

It is our purpose to give full effect within our ranks to the civil rights policy of the AFL-CIO to eliminate discrimination and unfair practices wherever they exist.

It is our policy to accept into our ranks as fellow unionists all eligible applicants for membership without regard to or indication of race, creed, color or national origin.

It is our purpose to further equal opportunity in all union services and benefits, in employment, tenure, terms and conditions of employment and in work assignment, promotion and transfer, and in all aspects of work training.

### Undertakings by the . . . . . . . . . . . . . . . Union

#### Membership

We reaffirm our policy of accepting all eligible applicants for membership without regard to race, creed, color or national origin and of insuring for all such workers the full benefits of union organization without discrimination, segregation, separation or exclusion of any kind.

We shall not charter any local unions in which membership would be separated on the basis of race, creed, color or national origin.

If we should find evidence in any of our locals of separation, seggregation or exclusion on the basis of race, creed, color or national origin, we would make every possible effort to effect a program for ending such segregation, separation or exclusion with all possible speed.

Where local unions accept transfer applications from members of other locals, all such applications shall be accepted without discrimination because of race, creed, color or national origin.

We shall seek agreement from management to write into joint apprenticeship training programs in which we participate a nondiscrimination clause

### Joint Statement

in regard to admissions and conditions of employment of apprentices and shall see that this clause is administered in such a way as to give full and effective application of nondiscrimination throughout all such training.

We shall make a special effort within the framework of the International Union constitution and policy to obtain agreement from employers to embody in all collective bargaining contracts with the union, nondiscrimination clauses covering hire, tenure, terms, conditions of employment, work assignment and advancement, and providing for effective administration and enforcement of such

#### clauses.

We shall insist that each local union of this International Union, seek management agreement to see to it that any facilities provided by it for the employees will not exclude or segregate on the basis of race, creed, color or national origin.

It shall be our policy that our local unions, in their relationship with management, insist that all recalls, layoffs, overtime lists, work rosters and assignments, all training programs are maintained and operated without discrimination because of race, creed, color or national origin, and that all workers covered by collective bargaining agreements with them, have equal opportunity for promotion and transfer.

Administration

We shall assign to an executive officer or a national staff officer the duties of administration, dissemination and implementation of this Program for Fair Practices.

We shall bring the Program for Fair Practices to the attention of all our affiliates and will encourage them to carry out this Program for Fair Practices.

We shall make new efforts to review the conditions in our organization, and where we find evidence of violations of the spirit of this program, we will use our efforts to correct them.

The President's Committee will:

Cooperate with the International Union in effecting procedures for preventing and eliminating discrimination by employers and by the union.

Work with the International Union and the various government agencies in the development of programs and in the solution of problems of mutual concern, particularly in the fields of vocational education, apprenticeship and other training, and employment services.

### Joint Statement

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Confer with the International Union and employers in seeking mutually agreeable solutions of problems which may arise in any phase of employment and/ or labor-management relations with regard to equal employment opportunity.

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Assist in formulation of informational and/or community relations programs at the state and local levels and will assist in securing the support of state and local agencies in furtherance of equal employment opportunities.

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