

155
EMPLOYMENT

WORKSHOP

BOOKLET

(first draft)

May, 1964

OUTLINE FOR EMPLOYMENT BOOKLET

Because not enough materials are at hand the following outline cannot be expanded into a full booklet. The pages following this outline, then, are an expansion only of parts I and II.

I. Introduction: The relationship between freedom and jobs.

II. Job opportunities opened by recent legislation

A. Civil Rights Act of 1964

1. Title VI

- a. ARA jobs opened on non-discriminatory basis
- b. jobs and training in agriculture which must be non-discriminatory
- c. jobs created under Economic Opportunity Act
- d. ways to complain against violations of non-discriminatory provisions

2. Title VII

- a. No discrimination in hiring, firing, salarizing, providing all other work conditions for any employer with 100 or more employees.
- b. ways to complain when the above is violated.

B. Economic Opportunity Act

1. Jobs to assist professionals (Headstart)
2. New jobs for unemployed and low income people
3. Supplementary jobs for farm families
4. Small businesses development
5. Job training

III. Job opportunities which have long existed--but on a discriminatory basis.

- A. Civil Service
- B. Vocational training

IV. What the Future Holds

- A. Unionizing in Mississippi?
- B. Diversification and Mechanization in Agriculture
- C. Diversification and Mechanization in Industry

JOBS FOR NEGROES IN MISSISSIPPI

Everybody has heard somebody say, "I don't want to get mixed up with 'freedom people' because I might lose my job." The risk of losing jobs is a part of trying to get free from the old system. But becoming free can mean something more. It can mean searching for new and better jobs. That search is what we want to talk about now.

Today many people in Mississippi have a better chance for decent employment than they had last year. This is because the Civil Rights Act of 1964 was passed by the Congress in Washington, D.C. Two parts of that Act are about jobs. One part is called Title VI (Six). It says that any place that receives money from the U.S. Government must hire, fire, and treat all people equally in all ways. There are at least three kinds of such places:

1. Some places receive government money from the Area Redevelopment Administration (ARA). The Fourth District Office has a list of these.
2. Almost all farming programs have U.S. money behind them. These programs offer jobs, training for jobs, and education about better farming. You can probably list some of the places where more information can be found about these programs.

A. The County Agent

B. ASCS Office

C. Letters to U.S. Dept. of Agriculture

3. More and more, now, jobs will be created from the Anti-Poverty Bill (see below, page). Since they, too, are supported by the U.S. Government, they, too, must be open to everybody. Do you know of any anti-poverty programs in this community? List them.

If you're not sure what programs exist, how can you find out?

- A. Ask community officials and leaders
 - B. Write Office of Economic Opportunity, Washington, D.C.
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Maybe one or two committees should be formed to get this information.

INFORMATION-SEEKING COMMITTEES

Committee will meet: _____

The other part of the Civil Rights Act that is about jobs is called Title VII (seven). It says that any employer who has one-hundred or more employees must treat all of them, and all people who apply for employment, equally in every way. He must hire, fire, pay wages, give out jobs, provide rest-

rooms and drinking fountains without discrimination. Do you know which places here employ one-hundred or more people?

The Fourth District Office has a list of these places which you can check with.

When all this information--about ARA, farm programs, anti-poverty programs and companies employing more than 100 people--is gathered you will have a list of jobs which people in your community can apply for. How can you let everybody know about these jobs? How can you get people to apply for them.

PLAN OF ACTION

If you know people who are already working at some of these places, maybe you can ask them for a report.

What questions should you ask?

1. Do Negroes have any of the better jobs, or are all their jobs low-grade?
2. Is the salary scale the same for both Negroes and whites?
3. Are separate drinking fountains and restrooms kept there?

If the answers show that the places discriminate, what can you do? And if the people who apply at various places are turned down for bad reasons or just ignored, what can you do? The National Lawyers Guild has written a booklet to answer these questions. It's called The Citizens Guide to the 1964 Civil Rights Act. The Fourth District Office has a copy of this guide. It tells what to do if a place is covered by Title VI (if a place is supported by federal money, see page 2 above):

direct quote, page 13, Citizens Guide
(not available at press time)

The Citizens Guide also explains how to act against a place covered by Title VII (see above, page 3):

Direct quote from Citizens Guide, pages 19-23)
(not available at press time)

If you have to follow this course, how can you do it best? Should one or two people be chosen to make sure all complaints are filed properly? Are there lawyers and other people who can advise you?

PLAN OF ACTION

Looking for jobs that already exist isn't all you can do. It is possible, too, to create new jobs. This can be done under Congress's Economic Opportunity Act (the Anti-Poverty Bill). Under this act you can start a "community action" program. With this you can create new jobs and, if you choose, can set up job training. This could mean starting small businesses, or setting up pre-school care centers to hire professional and non-professional people, or giving added employment to farm families who need more income to stay on their farms. Anyone can write for the Community Action Program Guide which has all the information on this. The address is:

Community Action Program
Office of Economic Opportunity
Washington, D.C.

Maybe some of you should agree to obtain and study this Guide so that a future meeting you could decide if you can and want to use it.