

Six Native Men Out of 252 Employed at Amchitka Project

"...We learned that of the 23 minority persons in the two principal subcontractors' work force of 252, there were six Alaskan natives..."

This glaring disparity was revealed by the Ad Hoc Committee on Equal Employment Opportunity of the Federal Field Committee for Development Planning in Alaska in its research on

hiring policies of federal contractors on the Atomic Energy Commission's project on the Amchitka Island in the Aleutians.

The chairman of the Ad Hoc

committee is Robert D. Arnold, Planning Officer of the Federal Field Committee for Alaska.

In his report to the committee, Arnold found that "the level of native hiring by two subcontractors at Amchitka is low because union-contractor agreements call for the use of union hiring halls as referral agencies, and relatively few natives are members of unions."

"But greater exertion," Arnold continued, "by contractors on behalf of their EEO affirmative action programs might have resulted in higher levels of native hire for it would have compelled mostly-white unions to reach out to disadvantaged minorities and to bring them into membership."

Arnold said that the Ad Hoc committee's expectations on native hiring at Amchitka were high in April.

Just prior to that, Senator E. L. (Bob) Bartlett had met with AEC officials expressing his strong interest in helping jobless native Alaskans obtain jobs through the big federal contracts.

Bartlett maintained strong, continuing interest and AEC

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officials had held pre-award conferences with contractors, had written affirmative action programs, and in other ways had tried to make equal employment opportunity a reality.

"In May and June, our members referred skilled and unskilled job seekers to the two principal subcontractors, Raber-Kief-Beck-Universal-Services (\$3.07 million for general construction), and we held meetings with contractors and union leaders," Robert Arnold reported.

"We learned, among other things, that the contractors had agreements with unions that made their hiring halls the exclusive referral sources for their work force.

"And we learned that relatively few natives were members of unions and that, further, natives who might have appropriate skills were often unfamiliar with union procedures, including out-of-work lists."

Meanwhile, prime contracts had been let to Parco, Inc. (\$12.8 million for drilling) and to D & H Welding Co. (for welding services)—both non-union firms from Oklahoma.

Officials of both firms have given assurances of hiring trainees or helpers from minority groups.

"Some members of our committee, however," continued Arnold, "wondered aloud whether skilled employees needed by the firms might also be found in Alaska.

"In July, we took pride in how we had succeeded in one intention—we had learned what barriers there are to implementation of EEO affirmative action programs for federal contractors at Amchitka.

"And in July, we despaired over failure of another intention. We learned that of the 23 minority persons in the two principal subcontractors' work force of 252, there were six Alaskan natives."

Following are figures presented by George Strong, Industrial Relations Division, Atomic Energy Commission, on July 19:

S. S. Mullen, Inc.; 16 minority persons (including four natives) in a work force of 177 at Amchitka.

Raber-Kief-Beck-Universal Services; seven minority persons (including two

natives) in a work force of 75 at Amchitka.

In the Mullen subcontract, unions with more than ten members on the job that had minority representations were laborers (6 of 16), carpenters (5 of 30), teamsters (2 of 22), and electricians (1 of 12). Only the operating engineers had no minority representation (0 of 54).

In the Universal Services subcontract, the seven minority persons were bull cooks, waiters, or laborers.

Parco, Inc. and D & H Welding—the two more recent prime contractors with AEC's Amchitka project—have only recently begun hiring and have not yet been required to file reports of minority employment.

Remedial Efforts

To attempt at remedial efforts on the problems of native employment in union construction jobs, the Ad Hoc EEO committee on Amchitka has worked out the following plans:

First: Investigate pre-apprenticeship training funded by the U.S. Department of Labor.

Second: Meet with union officials to learn of their apprenticeship programs and requirements.

Third: Offer assistance to unions desiring to broaden their membership.

Fourth: Encourage native Alaskans to consider entrance into unions.

In regard to non-union jobs, the Ad Hoc committee has set to work on the following:

First: Obtain complete job description list from contractors once contract is awarded.

Second: Assist contractors to meet their EEO obligations by finding qualified job applicants from minority groups.

"George Strong has promised to send us lists of manpower needs for all non-union contractors, together with brief job descriptions," Arnold stated in his report.

"Until these are received, the only job applicants we should be alert to locating are two groups of five trainees for Parco, Inc., the drilling contractor, and five welder-helpers for D & H Welding, the welding contractor."

Strong has also advised the

group whether welder-certification tests can be carried out in Alaska instead of Oklahoma to permit Alaskan welders to become certified.

"As I see it," Arnold continued, "our committee should now invite representatives of other federal agencies that are important contractors to learn of their EEO efforts and to sell them of our interests.

"We can learn whether their contractors employ more native Alaskans than four out of one hundred in a work force (as at Amchitka).

"We can learn what their problems in increasing native hire are. And—maybe we can do something useful."

The Ad Hoc Committee on Equal Employment Opportunity: Amchitka, is made up of the following members:

Robert D. Arnold, chairman, from the Federal Field Committee for Development Planning in Alaska, Anchorage; John Bucholdt, Executive Director, Community Action Agency, Anchorage; Jim Claymore, Employment Assistant Officer, Bureau of Indian Affairs, Anchorage;

Ella Craig, Chief, Social Services, Bureau of Indian Affairs, Anchorage; Harold Groothuis, Chairman, Governor's Employment Advisory Commission, Anchorage; Yvonne Krotke, Manager, Alaska State Employment Service, Anchorage;

Helen March, Employment Supervisor, Alaska State Employment Service, Anchorage; Ray McLain, Executive Director, Human Relations Commission, Anchorage; W. A. Niemi, representing the Building Trades Council, Anchorage;

Emil Notti, President, Alaska Federation of Natives, Anchorage; Tom Pillifant, Superintendent, Anchorage District, Bureau of Indian Affairs, Anchorage; Eli Reyes, Minority Group Specialist, Alaska State Employment Service, Juneau;

Larman Stennis, Field Representative, Alaska Human Rights Commission, Anchorage; Woodrow Thomas, Management Training Officer, Alaska State Community Action Program, Inc., Anchorage; Don Wright, President, Cook Inlet Native Association, Anchorage.