

October 4, 1966

MEMORANDUM

To: Mayor Ivan Allen, Jr.

From: R. Earl Landers

It is our understanding that Don Slayman, head of Civil Rights department of AFL-CIO in Washington, D. C., is wiring Dr. Martin Luther King today regarding Dr. King's interest in the Atlanta Firemen's strike. It is our understanding that Mr. Slayman is advising Dr. King that these men were formerly members of an AFL-CIO affiliated union and as such were sworn not to strike. It is our further understanding that Mr. Slayman will advise Dr. King that AFL-CIO has a very keen interest in the Atlanta strike.

Carl Sutherland was told this morning that one of the reasons numerous firemen pulled out of the Local #134 and joined the new Independent Union was because AFL-CIO had contributed \$25,000. to NAACP. This, of course, could well be a lot of gossip and should be used accordingly.

REL:lp

DATES AND EVENTS PERTAINING TO FIREMEN'S STRIKE

March 18, 1966

Public hearing by Finance Committee at request of Local #134, International Association of Firefighters (AFL-CIO). Firemen requested 56 hour work week and time and one half for hours worked over 40.

See Exhibit #1

May 4, 1966

Letter to Mayor from Robert L. Mitchell, Attorney, advising that he represented a new union known as 'Atlanta Firefighters Union, Independent', and that he desired to negotiate wages, hours and working conditions of firemen.

See Exhibits #2 through #10

June 7, 1966

Firemen belonging to new union walk out on strike. Defy court order to return to work. Members of old union remain on jobs.

June 10, 1966

Striking firemen return to work.

See Exhibits #11 and #12

July 6, 1966

Dr. Edwin Harrison, President of Georgia Tech, agreed to serve as mediator with approval of City and firemen.

Page Two

July 25, 1966

Dr. Harrison held hearing allowing firemen and City to present their arguments.

See Exhibits #13 and #14

August 22, 1966

Dr. Harrison submitted his report.

See Exhibit #15

August 23, 1966

Firemen rejected Dr. Harrison's report.

See Exhibit #16

September 2, 1966

Finance Committee of Board of Aldermen informed fire representatives that the committee would recommend, effective January 1, 1967, a 56 hour work week and a salary increase of not less than two steps. The two recommendations being the equivalent of approximately a 16% salary increase.

September 2, 1966

At 11:00 p.m. the firemen members of the new union again walked out on strike and defied a court order together with an order from the Chief of the Fire Department to return to work. Again the members of the old

Page Three

union remained on the job.

September 6, 1966

Board of Aldermen adopted resolution by Finance Committee committing the City to a 56 hour work week and a minimum two step salary increase on January 1, 1967.

See Exhibit #17

For two factual statements regarding the strike, see Exhibit #18, U. S. News and World Report of September 19th and Exhibit # 19, Close-Up, a News observation by Jim Rankin, dated October 1st.

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Mar. 12<sup>th</sup>

Public hearing by Finance Committee at  
request of local #134, International  
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May 4<sup>th</sup>

Letter to Mayor from Robt. L. Mitchell,  
Attorney advising that he represented  
a new union known as "Atlanta Firefighters  
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negotiate wages, hours and working  
conditions of firemen.

See Exhibits #2 thru #10

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Aug. 22<sup>nd</sup> Dr. Harrison submits his report

See Exhibit # 15

Aug. 23<sup>rd</sup> Firemen reject Dr. Harrison's report.

See Exhibit # 16

Sept. 2<sup>nd</sup> Finance Committee of Board of Aldermen informed Fire representatives that the committee would recommend, effective Jan. 1<sup>st</sup> 1967, a 56 Hour work week and a salary increase of not less than two steps. The two recommendations being the equivalent of approximately a 16.7% salary increase.

Sept. 2<sup>nd</sup> At 11:00 P.M. the Firemen members of the new union again walked out on strike and defied a Court Order together with an order from the Chief of the Fire Dept. to return to work. Again the members of the old union remained on the job.

Sept. 6<sup>th</sup> Board of Aldermen Adopt Resolution  
by Finance Committee Committing the  
City to a 56 Hour Work week and  
a minimum two step salary increase  
on Jan. 1, 1967.

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the strike, See Exhibit # 18, U.S. News and  
World Report of Sept. 19<sup>th</sup> and  
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observation by Jim Rankin, dated  
Oct. 1<sup>st</sup>

September 26, 1966

Mr. Robert S. Morley  
4520 Santa Fe Trail, S. W.  
Atlanta, Georgia 30331

Dear Mr. Morley:

I appreciate your letter of September 23rd and the copy of your letter to the Atlanta Fire Fighters Union Independent refuting their many erroneous statements.

I am most grateful for your support of the city's actions in this matter.

Sincerely yours,

Ivan Allen, Jr.  
Mayor

IAJr/br

September 22, 1966

Honorable Ivan Allen  
Mayor of the City of Atlanta  
68 Mitchell Street, S. W.  
Atlanta, Georgia

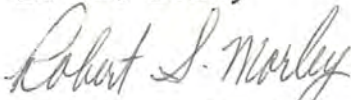
Dear Mayor Allen:

Attached is a copy of my reply to a "fact Sheet" being circulated by the firemen's union, of which you are no doubt aware of.

There are many areas I do not agree with your philosophy, but I do not agree with the firemen's union in regard to the strike which kept Atlanta in an extremely vulnerable state either. The city handled the situation very well and if you were to be subject to criticism, it would be due to your leniency to the strikers. As I stated in my reply, I will back our firemen now on duty and if a raise in pay will attract better men, I am in favor of such a move.

It is my hope that the majority of Atlantans will express similar views regarding this so-called fact sheet being circulated.

In the Bond,



Robert S. Morley, Ala-Mu 55  
4520 Santa Fe Trail, S.W.  
Atlanta, Georgia 30331.

September 22, 1966

Atlanta Firefighters Union Independent  
1960 Lakewood Avenue, S. E.  
Atlanta, Georgia

Gentlemen:

Regarding your "Fact Sheet" I am listing below my sentiments to your and the City of Atlanta's predicament.

1. The city has no right to arbitrarily grant a raise unless it is within the framework of the budget, since we the taxpayer constitute the working portion of that budget.
  - a. In my hometown, the firemen circulated a petition presenting their case, and the people overwhelmingly agreed to the necessity of the raise to insure the continuance of keeping qualified firemen.
  - b. I for one, feel both the firemen and the police are far under paid in this city and would cast my vote to secure the necessary revenue to offset the cost of living for self-respect and the incentive for qualified applicants to our protection forces.
2. The firemen walked-out leaving this city in an extremely vulnerable position in the event of an emergency and refused to return after a more than fair ultimatum had been issued, so I cannot sympathize with your second statement.
3. Two main causes for fire insurance rates to increase are unsafe structures and inadequate protection such as city vs. rural. Any escalation in Atlanta would have been due to inadequate protection and not caused by a lack of equipment.
4. The elected officials did fire your well-trained men, because they refused to put duty first. The truth is we do not have adequate protection due to the fact the firemen in question are mercenaries and not dedicated to their position or duty. Under the present conditions we would be better off with one driver per truck and a bunch of trained chimpanzees than having untold numbers of unmanned fire equipment.
5. It is also the paramount duty of any person on a taxpayers payroll to honor their obligation to provide safeguard for the security, safety and welfare of the people residing in the community. You are not going to win support with Ruether type action.
6. Yes, we are the victim of circumstances due to hasty replacement of the discharged firemen, but I for one do not feel it has been hasty enough. You have been coddled far longer than you should have been.

I am greatly concerned with your "Fact Sheet" but I will not hold Mayor Allen responsible since he didn't walk out --- you did. You can be very thankful the Lord was watching over this city during the rioting for Sherman's march would have been a campfire in comparison to SNCC's cocktail party or Atlanta on a flaming sword.

In closing, I want to thank the firemen who remained on duty and/or returned to work for they are the real victims of your irresponsibility and deserve our highest praise.

Sincerely,

4520 Santa Fe Trail, S.W.  
Atlanta, Georgia 30331

September 26, 1966

Mr. A. C. Morris, Jr.  
Assistant Secretary  
Associated Mutuals  
1401 Peachtree Building  
Atlanta, Georgia 30309

Dear Bert:

Thank you very much for your letter of September 23rd regarding the mimeographed sheet being put out by the Atlanta Fire Fighters Union Independent.

I appreciate your statement in connection with the erroneous charge in Item 3.

Sincerely yours,

Ivan Allen, Jr.  
Mayor

IAJr/br

# ASSOCIATED MUTUALS

(A CORPORATION)

FIRE—WINDSTORM—AUTOMOBILE  
AND GENERAL CASUALTY  
INSURANCE

TELEPHONE 876-5781  
1401 PEACHTREE BUILDING  
ATLANTA 9, GEORGIA



September 23, 1966

MAYOR IVAN ALLEN  
City Hall  
Atlanta, Georgia

Dear Mr. Mayor:

Don't know that you have seen the enclosed "thing" that apparently is being distributed, but thought you would like to see it.

Being an insurance agent, I know that Paragraph 3 is absolutely erroneous. Simply to verify, I have talked with the Bureau and confirmed that they do not anticipate any rate changes and I am sure that you have also verified this particular matter.

Speaking personally, it is my opinion that you have followed the proper course in this matter. It is my opinion that a vast majority of our citizens feel the same way.

This matter will probably be ratified at the next city election but let me assure you that I personally agree with your attitude and actions in this matter, and in addition in the matter of the riots which took place not long ago. I hope that it won't be long before some method will be devised whereby the opinions of responsible citizenry can be more effectively enforced.

Sincerely yours,

*A. C. Morris*

A. C. MORRIS, JR.  
Assistant Secretary

48-1-241  
Encl.

*This is my personal opinion -  
I have not "cleared" with the  
Bureau -*

*(m)*



WHAT IS GOING ON IN OUR TOWN?

FACTS

1. The City of Atlanta refused to accept the recommendations of mediator, Edwin Harrison, President of Georgia Tech, and will not discuss or negotiate with the firemen.
2. The elected officials of this City are in the process of firing over 500 of your professional firefighters and replacing them with untrained personnel.
3. Fire insurance rates will escalate at a tremendous rate. CONTACT YOUR AGENT IMMEDIATELY FOR VERIFICATION.
4. If you permit the elected officials of this City to fire your well-trained and efficient fire department, it could be the greatest disaster this City has known since Sherman. The truth is, you do not have adequate fire protection despite the erroneous statements of certain City officials and seeming reassurance of the news media.
5. "It is the paramount duty of municipal officials to provide safeguard for the security, safety and welfare of the people residing in the community. Any citizenry would be badly misguided if it allowed a City official to jeopardize the fire-fighting facilities." (Taken from Special Interest Bulletin No. 300, National Board of Fire Underwriters.)
6. You, the public, are a victim of circumstances due to the hasty replacement of discharged firemen. The employment standards have been drastically lowered and the training program has been disregarded except for ON-THE-JOB TRAINING. What will happen to your home or your family during the process of on-the-job training?

The purpose of this hand-bill being delivered to your home is because we have been unable to present our case to you through news media, either by news releases or paid advertisements.

If you are concerned with the foregoing facts, tear off the detachment below and mail.

ATLANTA FIREFIGHTERS UNION INDEPENDENT  
1960 Lakewood Avenue, S. E.  
622-8108

September, 1966

Ivan Allen, Jr.  
Mayor, City of Atlanta  
City Hall  
68 Mitchell Street, S. W.  
Atlanta, Georgia

We hold you directly responsible for the protection of life and property against ravages of fire and disaster.

We demand a well-trained and experienced Fire Department IMMEDIATELY.

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Address

# International Association of Fire Fighters

905 - 16TH STREET, N.W., WASHINGTON 6, D.C.



October 5, 1966

The Reverend Martin Luther King, President  
Southern Christian Leadership Conference  
334 Auburn Avenue, N. E.  
Atlanta, Georgia 30303

Dear Reverend King:

I have just learned from some of our members and friends in Atlanta that you had gone there on September 3 to address the members of a breakaway group from the International Association of Fire Fighters, AFL-CIO, and to offer your assistance to them.

On behalf of the International Union I write this letter to express my strong hope that, if these reports are correct, you will give serious consideration to this request of mine to refrain from supporting, directly or indirectly these men who have walked out of our union.

The IAFF is an International Union chartered by the AFL back in 1918. Its charter and its constitution prohibit the use of the strike weapon, because the nature of the fire fighting responsibility is such that the fire protection services must be at full strength at all hours of the day and night. The members of the Atlanta Fire Department, like members of other departments throughout the country, took an oath of responsibility, both when they joined the fire department and when they joined the union, not to strike.

In Atlanta a majority of the fire department personnel - as the result of long years of failure of the city government to recognize clearly their justified economic needs - has twice gone on strike. The city's short-sighted policies provided a reason, but not a justification, for this strike action.

The fact is that there is no trade union justification whatsoever for their decision to resign from this AFL-CIO union and to form a separate unaffiliated organization in order to carry out these erroneous and short-sighted strike policies.

It is for that reason, for instance, that AFL-CIO President George Meany has issued a strong statement supporting the position of the International Union; I enclose a copy for your study.

C  
O  
P  
Y

The Reverend Martin Luther King

- 2 -

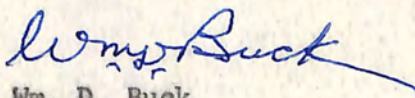
October 5, 1966

You have made clear on a number of occasions, Reverend King, your own belief in and support for the basic principles of the trade union movement and the AFL-CIO, which our union supports as a loyal affiliate. We would hope, and we do request, that you re-evaluate your position in regard to this small group in Atlanta which has broken away from its parent union and turned its back on fundamental trade union responsibilities in the fire fighting service.

We do believe that when you have done so, and when you consider the position of our union and of the AFL-CIO in this matter, you will agree that this Atlanta group of former fire fighters do not merit your concern or support.

We shall be glad to give you any further information you wish, and I am enclosing a number of our past statements and summaries of action as a matter of possible interest.

Very truly yours



Wm. D. Buck  
President

WDB:ib  
opelu2

enclosures :

cc: Rev. Martin Luther King - Warren Ave.  
Congregational Church, Chicago  
✓ Hon. Ivan Allen, Mayor of Atlanta, Ga.  
Mr. Charles Ellis, President Local #134, Atlanta, Ga.

PS Please note that I am sending a copy of this letter to Mayor Ivan Allen, Mayor of Atlanta, and Mr. Charles Ellis, President of our local union in Atlanta, for their information.

# Firemen 'Ready'

CONSTITUTION

## For a 2nd Strike

### Turn Down Advice of Mediator <sup>8/23</sup>

By MARION GAINES

The possibility of another strike by Atlanta firemen loomed Monday after a firemen's union official declared that a mediator's proposals were "totally unacceptable."

The proposals were put forth Monday morning by Dr. Edwin Harrison, president of Georgia Tech, who was named mediator by both the firemen and the

*Chief Jenkins calls for improvements in Atlanta Police Department working conditions. Page 9.*

City of Atlanta as part of the settlement of a three-day walk-out by some 550 firefighters in early June.

Dr. Harrison recommended that the city either decrease the firemen's work week to 56 hours (from the present 60) or increase their salaries an equivalent amount by Jan. 1.

"Basically, this leaves us right where we started" (before the June walkout), said Capt. Jack Martin, president of the Atlanta Firefighters Union, Independent.

#### LEADERS CONFER

Capt. Martin conferred in the afternoon with the union's executive board and later in the night with some 267 of his union membership.

The results of both meetings left no doubt that the firemen are extremely displeased with Dr. Harrison's recommendations, which are not binding on either the city or the firemen under terms of the resolution by Atlanta aldermen authorizing the mediation.

After a station-by-station poll Monday night, Capt. Martin reported that the firemen at the union meeting voted unanimously "to wholeheartedly reject" Harrison's findings.

He said they also passed a resolution authorizing the executive board "to take any action we should determine necessary" in the dispute.

#### 'MORE DESPERATE'

As for a walkout, he said,

Continued on Page 8, Column 1

## To 2nd Strike

Continued From Page 1

"These men are becoming more and more desperate."

Martin said he still has in hand mass resignations given him two and a half months ago to do with as he sees fit.

In answer to newsmen's questions, Capt. Martin said the union was "asking for the right of collective bargaining."

He said his union would not reject "compulsory arbitration with proper safeguards."

#### MEETING TODAY

The union will hold another meeting Tuesday morning for its second shift. Union officials said their executive board would meet after that to determine its course of action.

Capt. Martin said in receiving Harrison's report was "like waking up on Christmas morning—and no Santa Claus."

"Right now, we are more shocked and confused than anything," he said.

First reaction from firemen in the station house indicates they are ready to walk out again "in an effort to get their point across," he said.

"We thought we had made our point," he said, "but evidently we didn't."

Capt. Martin said that, in his opinion, it would "definitely take more than a two-step (pay) increase" to satisfy his union.

Dr. Harrison pointed out in his findings that the city now has under way an independent study of all city government salaries by the Public Administration Service of Chicago.

The PAS salary report is due Sept. 15.

The firemen had asked Dr. Harrison, at a July 25 hearing, for a finding that they are entitled to a \$100 a month pay raise and a 48-hour work week retroactive to June 1.

Dr. Harrison said he recognized that his findings did not come close to meeting the firemen's requests. But he said he believed the city "has attempted, within its limited resources, to treat its employees, including firemen, in a fair manner."

#### MAYOR ASKS ACTION

Mayor Ivan Allen Jr. said he was asking three city agencies to consider Dr. Harrison's recommendation "immediately, and

then to meet separately and jointly in order to define the city's position in this matter."

Mayor Allen said the aldermanic board already has stated it "will give first consideration in next year's budget to the establishment of a 56-hour work week for Atlanta firemen."

"The implementation of the 56-hour work week will in no way decrease the city's responsibility to consider increases in firemen's salaries in keeping with the recommendations" in the upcoming PAS report, said the mayor.

Putting into effect either the 56-hour week or an equivalent pay increase for the firemen would cost the city some \$400,000 annually.

#### 2 OPTIONS GIVEN

Dr. Harrison gave the firemen two options: accepting either the equivalent pay increase or the four-hour per week work reduction.

In terms of money he said, that would mean a monthly pay increase of about \$28 for beginning firemen and about \$35 for top-scale firemen. The starting pay for the city's firemen is now \$403 a month.

Dr. Harrison said the decision on the options should be "left entirely to the firemen."

He added: "It should be understood that whichever option is elected, it is not to be considered a substitute for, nor an offset against, any future general increases granted to city employees at large."

COMPARISON OF EMPLOYEE BENEFITS  
 FIREMEN WITH GENERAL EMPLOYEES  
JULY 19, 1966

Exhibit

<u>Pension</u>	<u>General Employees</u>	<u>Firemen</u>
Employee Contribution (% of salary):		
With Beneficiary	6%	6%
Without Beneficiary	5%	5%
City Matches	100%	100%
Normal Retirement Age	60	55
Early Retirement Age	55	50
Penalty for Early Retirement (Per Year)	2%	3%
Service Allowed for Disability in Line of Duty	Actual Service	35 Years
Portion of Pension Due Beneficiary	1/2	1/2
Portion of Pension Due Beneficiary When Employee is Killed in Line of Duty	1/2	3/4
Service Pension - 25 years service, Age 55, \$500 Salary	202.50	250.00
Service Pension - 30 years service, Age 60, \$500 Salary	270.00	287.50
Disability Pension - Not in Line of Duty, 15 years service, \$500 salary	135.00	150.00
Disability Pension - In Line of Duty, 15 years service, \$500 salary	135.00	325.00
<del>Benefit to Minor Children</del>		
 <u>Life Insurance</u>		
Coverage (Maximum	10,000.00	10,000.00
Premium per \$1,000 Coverage:		
Employee	.70	.70
Wife	.63	.54
Children	.27	.54
Wife & Children	.87	1.08
Disability Payment of Face Amount to Age 60	Yes	No

COMPARISON OF EMPLOYEE BENEFITS  
 FIREMEN WITH GENERAL EMPLOYEES  
JULY 19, 1966 (Continued)

	<u>General Employees</u>	<u>Firemen</u>
<u>Hospitalization Insurance</u>		
Employee Contribution:		
Employee	1.17	1.17
Employee and Spouse	4.22	4.22
Employee, wife and children	4.87	4.87
Benefit:		
Daily Room (Maximum 31 days)	10.00	10.00
Surgical (Maximum)	200.00	200.00
Other Hospital Expenses	100.00	100.00
 <u>Other Benefits</u>		
Continuation of Salary in event of disability in line of duty	None	1 year
Payments to widow in event of death in line of duty	None	Salary Continued one year

The Atlanta Firefighters Union Independent will and are ready at anytime to start negotiations with the Mayor of the City of Atlanta. We have always been ready. The Atlanta Firefighters have agreed to accept Dr. Erwin D. Harrison's report. This we tried to do before Friday, September 2.

Dr. Harrison, President, Georgia Institute of Technology, in his mediator's report, gave the Union the option of a shorter work-hour week or an increase in pay. The report was made public. I will read in part from Dr. Harrison's report:

Option I: Reduce average work week from present 60 hours to one of 56 hours, which permits a three-platoon operation. This is a fairly common arrangement around the country. This reduction in hours would be made without any change in total compensation so that hourly rate would be effectively increased from the present figure by an amount slightly above 7%. It should be emphasized that under this Option the total pay would not be increased (aside again from any future pay increase granted to all City employees).

Option II: Maintain the present average work week of 60 hours and to grant the presently employed firemen the fruits of the increase in the total wage bill which would have resulted from the necessary employment of additional firemen if Option I were selected. This increase would amount to 7.14% to be granted on an "across the board" basis. The Atlanta Firefighters chose Option II, that the increase in pay start September 1 or be retroactive from January 2, 1967 to September 1.

We were and are ready to accept the recommendations of Paul J. Hallinan, Archbishop of the City of Atlanta, that the question of legality be left in the hands of a Superior Court Judge to act as arbitrator, and his findings be binding on both parties.

The Mayor has refused to sit down with our Union at anytime since August 31, and has refused any offer to end this dispute by anyone. There are many important people who have tried in the interest of public safety. We ask why has he refused.

FOR: International Association of Fire Fighters, AFL-CIO  
905 Sixteenth Street, N.W.  
Washington, D. C. 20036 FE 7-8070

FROM: Maurer, Fleisher, Zon & Associates, Inc.  
1120 Connecticut Ave., N.W.  
Washington, D. C. 20036 FE 7-8070



FOR IMMEDIATE RELEASE, SEPTEMBER 8, 1966

AFL-CIO PRESIDENT MEANY, FIRE FIGHTERS' PRESIDENT BUCK  
VOICE SUPPORT FOR NON-STRIKING MEMBERS OF  
ATLANTA FIRE FIGHTERS' UNION

WASHINGTON--Statements of support for the members of Local 134 of the International Association of Fire Fighters, who declined to join a strike by a breakaway unaffiliated organization of fire fighters was voiced today by AFL-CIO President George Meany and President Wm. D. Buck of the International Association of Fire Fighters, AFL-CIO.

Mr. Meany said in a telegram to President James Moore of the Atlanta Labor Council, AFL-CIO, that:

"President Buck of International Association of Fire Fighters has informed me of the vicious campaign being carried on to condemn those members of Local 134 of Fire Fighters in Atlanta who have remained loyal to observance of their international union constitution prohibiting strikes.



"I would urge you and Atlanta Labor Council to lend all moral support to those loyal members of Local 134 who are aware of their obligation, as fire fighters, to the public safety of the city of Atlanta."

Immediately following the announcement of Mr. Meany's wire, IAFF President Buck issued the following statement:

"The officers and members of the International Association of Fire Fighters are gratified by the statement of support issued by AFL-CIO President George Meany on behalf of the responsible and courageous members of Local 134, IAFF, who have kept faith with their responsibility to protect the people of Atlanta from fire under all possible circumstances.

"It is time to set the record straight and clear. The good union members in Atlanta are the members of Local 134 who have stayed at their post, in accordance with their union constitution and their personal oath of responsibility.

"In all the excitement of charges and accusation, propaganda has clouded over the fact that these Local 134 members are the real trade unionists, who deserve the support of organized labor and the general public. George Meany has clearly seen the true facts and on behalf of American labor he has spoken out in support of basic AFL-CIO principles.

"The IAFF recognizes that the fire fighters of Atlanta have for many years had serious grievances, and the city government's slowness in responding to the needs of the fire fighters is directly to blame for the present situation. But even that past failure on the part of the city government does not justify the action of those who walked away from their union and their obligation.

"On behalf of the IAFF we salute the men of Local 134 who stayed at their post. We can only hope that Atlanta recognizes and applauds their loyalty by developing a program of real and effective collective bargaining and we offer our full support in helping them rebuild Local 134 to full strength once again."

###

Quote from news article:

THE ATLANTA JOURNAL

Wednesday, September 7, 1966

"Capt. James I. Martin, union president, said his independent union is also contacting officials of locals of the International Association of Fire Fighters, AFL-CIO, in order to put pressure on IAFF national president William Buck.

"Capt. Martin's union wants IAFF members in Atlanta to walk off the job, which they have not done. He said IAFF locals in Boston, St. Louis, Chicago, Kansas City, Spokane, Wash., and Louisville, Ky., have sent telegrams to Mr. Buck requesting that he ask Local 134 in Atlanta to strike.

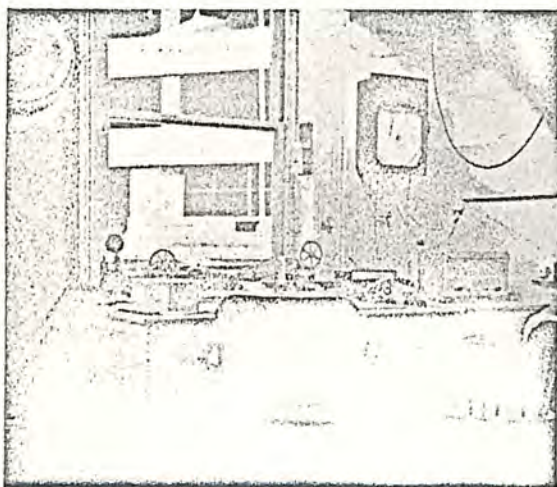
"According to Martin, the locals threatened to withdraw from the IAFF if Buck does not allow Local 134 to strike."

**LABOR WEEK**

# WHAT DOES A CITY DO WHEN FIREMEN GO ON STRIKE?

Atlanta officials moved fast when 500 firemen struck.

Strikers were suspended without pay. Shifts were lengthened for firemen who stayed on their jobs. Policemen helped man fire stations. And the city began hiring replacements for strikers.



—“Atlanta Journal” Photo

Fire communications desk—unmanned

## ATLANTA

Two thirds of the firemen in this major Southern city walked off their jobs on September 2 in a strike for immediate pay raises. They went out in violation of a Georgia State law, and they stayed out in defiance of a court order to return to work.

All of the nearly 500 striking firemen were suspended without pay. Mayor Ivan Allen, Jr., refused to negotiate with the strikers. Instead, he ordered a recruiting drive for new firemen to fill the vacant jobs.

The suspended firemen were given 10 days to show why they should not be fired.

Mayor Allen says that most of the strikers will be fired. Thus, a major city is left with its defense against fires seriously

weakened. So what happens now? Is Atlanta burning?

Fire Chief C. H. Hildebrand, Jr., supplies the answers. By regrouping the more than 250 firefighters who stayed on the job, Chief Hildebrand was able to get 19 of the city's 32 fire stations in full operation within four days after the strike began.

All available firemen were put on long shifts, and 89 policemen were assigned to the fire department—most of them to fill nonfirefighting jobs.

As a final step, the city of Atlanta called into effect a mutual-assistance pact with the fire departments of surrounding municipalities.

Atlanta's fire chief says that this opens the "possibility" of calling in 10 firefighting units "reasonably quickly" in the event of a major fire, and an additional half dozen or more from more-distant points.

**Chief is confident.** The 19 stations reopened in Atlanta operate 27 firefighting units. Adding to these the 16 additional units that might be called in for an extreme emergency would bring Atlanta's fire defenses back up to more than three quarters of normal strength, Mr. Hildebrand estimates. That, he believes, should be enough to handle anything.

Fire insurance underwriters appear to agree. Jason Woodall, manager of the Southeastern Underwriters Association, says there are no plans to boost Atlanta's fire insurance rates.

Mr. Woodall says the association "feels that protection for ordinary homes is reasonable."

"Our concern," he adds, "lies in the possibility of fires in the congested downtown areas."

Mr. Woodall notes that the fire underwriters "prefer to give the city an opportunity to work this thing out." Whether or not there are to be increases in fire-insurance rates, he indicates, depends on how long it takes to get the fire department back to normal.

The trouble began last spring. At that time the only union representing Atlanta firemen was the International Association of Fire Fighters, affiliated with the AFL-CIO. This union has a no-strike clause in its constitution. The union asked the city to reduce the firemen's workweek from 60 to 56 hours.

City officials rejected that request on the ground that such a move would amount to a pay boost that would be illegal at that time of year under the city charter.

The Atlanta charter prohibits pay raises after March 31 of each year, until the beginning of the next year. City officials, however, promised to consider the shorter workweek at the end of the year.

**A change of unions.** Dissident firemen then broke away from the AFL-CIO union and organized an independent local called the Atlanta Fire Fighters Union. Its constitution does not contain a no-strike clause.

In June the independent union went on strike to enforce the firemen's demands. The striking firemen agreed to mediation without binding themselves to the findings and went back to work. The mediator recommended an increase in firemen's wages or a reduction in working hours.

City officials accepted both suggestions—not just one—but said both would have to wait until January 1, in keeping with the law.

The city's offer amounted to an 8.66 per cent pay increase in cash, plus the equivalent of a 7.14 per cent raise in the form of a shorter workweek—in all, a total of 15.8 per cent.

Under existing pay scales, beginning firemen get \$403 a month. On January 1, the starting rate is to rise to \$438 a month. The top pay for privates is to go to \$638 a month on January 1, from the present \$563.

**Still not enough.** The independent union again struck on September 2, demanding that the pay raises be granted immediately.

Within hours after the strike began, Judge Luther Alverson of the Fulton County Superior Court ordered the strikers back to work.

(continued on next news page)

[continued from page 86]

### ... Wives of firemen picketed city hall

State law provides that "no person holding a position by appointment or employment in the government of the State of Georgia or any agency, authority, board, commission or public institution thereof, shall promote, encourage or participate in any strike."

The Georgia State government grants charters to cities, and this is interpreted as making the cities political institutions of the State, and their employes subject to State law.

Immediately after the order was issued, Fire Chief Hildebrand served notice that all firemen absent without authorization should report at their next regular shift or be suspended. A few firemen returned.

**Mayor calls strike illegal.** Mayor Allen refused to negotiate with the strikers on the ground that they were using illegal means in an effort to force the city to grant an illegal pay raise.

Firemen's wives began sporadic picketing of city hall and of the operating fire stations. Firemen kept their children out of school, on the ground that the schools were not safe because of inadequate fire protection.

The hiring of new men to replace the strikers went steadily ahead. By September 8, the city had applications from 117 men. Of these, 51—32 whites and 19 Negroes—had passed written examinations and were eligible to be hired if they passed physical examinations.

A handful of the strikers sought to go back to work, saying they would like to forget the whole thing. Officials refused to take them back.

The replacements must undergo rigorous training for three weeks before being assigned to active duty. Fire officials estimate that it will take at least a year to rebuild the Atlanta fire department to full strength.

City officials and officials of the AFL-CIO Fire Fighters Union, meanwhile, claim that it is the Teamsters Union that is really behind the fire department's troubles. They note that the striking firemen have their headquarters in the Atlanta Teamsters Union hall.

**"This is a power grab."** Officials note, too, that Tony Zivalich, a Teamsters organizer, sits in on all of the strikers' strategy meetings, and that Robert L. Mitchell, attorney for the local Teamsters, is the striking firemen's lawyer.

"This is a power grab," snaps an official of the AFL-CIO Firemen's Union. "The reasons they give for striking don't make sense. They say they've got to have their

### ... Some fires started by Molotov cocktails

pay raise right now instead of four months from now, when the city has agreed to give it to them. And for that they are jeopardizing the safety of this whole city.

"They want to put the AFL-CIO out of business here and take over the whole fire department. Then the Teamsters will take them over and the Teamsters will run the fire department."

Since the strike started, at least two fires have been started by Molotov cocktails. Whether these were thrown by strikers, rioters or others has not been established.

A large warehouse and a sales office of a tire company were destroyed by one of the Molotov-cocktail fires. Damage was estimated at several hundred thousand dollars.

Another Molotov cocktail was tossed onto the roof of a one-story home, but the blaze did little damage. False alarms have been numerous.

## A Pay Raise That Averted a Strike

Western Electric Company and the Communications Workers of America have signed a three-year contract that:

- Averts a strike that had been threatening for weeks against the manufacturing arm of the American Telephone & Telegraph Company.

- Provides pay raises averaging 17½ cents an hour for 23,000 installers of central-station equipment, retroactive to July 28. The company estimated the increases at 5.5 to 6 per cent, or about 4 per cent on an annual basis.

- Permits reopening of the contract on wages after 18 months.

- Increases fringe benefits by more than 1 per cent over three years.


Under the new contract, hourly wage rates for beginning installers will range from \$1.87 to \$2.03 an hour. Top rates will range from \$3.70 to \$4 an hour.

The union hopes the new contract with Western Electric will set a pattern for other subsidiaries of AT&T in negotiations in coming months.

The pay raise for Western Electric's workers was well above the Johnson Administration's wage guideposts of 3.2 per cent a year. But Joseph A. Beirne, president of the union, contended that the settlement was not inflationary. He said the guideposts "were never designed to be strait jackets."

(Another Labor Week article, p. 90)

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MEMBERS

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AFL-CIO

September 8, 1966

Mr. James Moore, President  
Atlanta Labor Council, AFL-CIO  
250 10th Street, N. E. Atlanta, Ga.

PRESIDENT BUCK OF INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS HAS INFORMED ME OF THE VICIOUS CAMPAIGN BEING CARRIED ON TO CONDEMN THOSE MEMBERS OF LOCAL 134 of FIRE FIGHTERS IN ATLANTA WHO HAVE REMAINED LOYAL TO OBSERVANCE OF THEIR INTERNATIONAL UNION CONSTITUTION PROHIBITING STRIKES.

I WOULD URGE YOU AND ATLANTA LABOR COUNCIL TO LEND ALL MORAL SUPPORT TO THOSE LOYAL MEMBERS OF LOCAL 134 WHO ARE AWARE OF THEIR OBLIGATION, AS FIREFIGHTERS, TO THE PUBLIC SAFETY OF THE CITY OF ATLANTA

GEORGE MEANY  
PRESIDENT  
AFL-CIO

September 3, 1966

Most Reverend Paul J. Hallinan  
Archbishop of Atlanta  
2699 Peachtree Road, N. E.  
Atlanta, Georgia 30305

Dear Archbishop Hallinan:

Thank you very much for your letter, for which  
I am most grateful.

I regret that it came at a time when the City was  
already completing its good faith efforts. However,  
I am referring it to the City Attorney and asking him  
to give full consideration to it in a confidential vein.

Thank you for your interest.

Sincerely,

Ivan Allen, Jr.  
Mayor

IAJr:am



Archbishop's Office  
2699 Peachtree Road, N.E.  
P.O. Box 12047, Northside Station  
Atlanta, Georgia 30305

September 2, 1966

To:

The Honorable Ivan Allen, Jr. Mayor  
Captain J. I. Martin, President, Atlanta Fire Fighters  
Union Independent  
The Honorable Sam Phillips McKenzie, Judge, Superior  
Court, Fulton County

Our City of Atlanta is again confronted with the grave probability of another and more serious lack of fire protection. As one of the spiritual and moral leaders of the community, I feel that I have an obligation to speak out to both parties involved in the present confrontation over the wages, hours and working conditions of the Atlanta firemen, together with the impending work stoppage. As a religious leader, I am concerned about the justice involved on both sides: On the one hand the responsibility of the firemen to the community and the public interest; and on the other hand the responsibility of the community to the firemen and their families. The obligations in justice are mutual. As a citizen I am concerned over the practical implementation of this matter.

I also speak as one who is responsible for a school system in which thousands of children are enrolled. Surely everything possible must be done to assure the protection of all the children who are returning to school this week.

From all the information I have received from the news media and other sources as well as Dr. E. D. Harrison's recent hearing and findings, it seems to be well established, and generally agreed by all, that the municipal employees of the City are not on a wage-hour scale commensurate with current economic standards for similar services. That this general problem of inequitable working conditions for municipal employees requires a solution in the near future is without doubt. Nevertheless, the present problem is in the specific area of the Fire Department and its demands. I have heard that it is agreed that monies are available from present 1966 appropriations for the Fire Department due to unfilled vacancies in that Department throughout the past year.

On the other hand, the greatest obstacle at the present time in granting the increase immediately or retroactively from September 1, 1966 seems to be a legal one: namely, a law of the State of Georgia which prohibits the City of Atlanta from granting any pay raises after March 1 of the current fiscal year. The legal opinion that such a retroactive pay raise is illegal has been tendered by both the City Attorney and an unknown attorney employed by



Dr. Harrison. The attorney for the Atlanta Fire Fighters Union Independent is of a different opinion.

I realize that both parties have been subjected to various pressures to resolve these differences and both parties are also under great pressure from those whose concern is other than the firemen's immediate, economic problems. I feel that the Mayor has acted in good faith in his defacto recognition of Captain J. I. Martin representing the voice of the majority of the firemen in the Department. I have first hand information that Captain Martin and his Executive Board have been trying to do everything that is humanly possible to avoid another work stoppage, and that is his responsibility. Mayor Allen and the City are on record as recognizing and being in sympathy with the needs of the situation. Both parties, therefore, seem to be working honestly and in good faith.

Since it seems to be a legal question which threatens our community with such disasterous and unbearable consequences, may I respectfully suggest that the following possible solution be carefully considered:

First: That both parties put their legal differences in writing (perhaps in the form of a suit for a declaratory judgment).

Second: That this legal difference of opinion be resolved by submitting this legal point, and only this legal point, to an impartial legal arbitrator whose expertise in legal matters and sense of fairness are unquestionable.

Third: That this legal expert be Judge Sam Phillips McKenzie, subject to the approval of the Chief Judge of the Superior Court, the Honorable Virlyn Moore.

Fourth: That the attorneys for both parties submit their case to Judge McKenzie within 48 hours either by oral argumentation or by means of written brief or both for his considered judgment.

Fifth: That this judgment be rendered as expeditiously as possible by Judge McKenzie after due consideration.

Sixth: If Judge McKenzie rules that such a retroactive increase is illegal then the Union agrees that it will cease any further economic action to secure its demands prior to January 1, 1967.

Seventh: If Judge McKenzie rules that the City may legally grant said increase in salary and relief for the firemen out of available surplus funds (assuming the funds are available), then the City will grant such increases, retroactively to September 1, 1966, as may be agreed upon by the parties.

I realize that this is a stop-gap and temporary solution and does not bring into the picture the PAS report or the concern of other parties for the plight of other city employees. I believe, however, that it would certainly show the citizens of Atlanta that both parties have gone the last mile in order to bring about a reasonable, honorable and just settlement.

The citizens of Atlanta cannot and will not tolerate another strike by their firemen, and I do not think the citizens will tolerate their firemen not receiving fair and just wages and working hours.

If my offices can be used by either or both parties in resolving these or other differences, I respectfully offer their full resources. Should this be the case, I ask that you contact the Auxiliary Bishop, Most Reverend Joseph L. Bernardin, since I am presently in St. Joseph's Infirmary undergoing some tests.

May I ask that you consider this letter strictly confidential. A copy has been sent only to the three persons named on the first page. No mention of this has been made to the news media.

Respectfully yours,

*+ Paul J. Hallinan*

Most Reverend Paul J. Hallinan  
Archbishop of Atlanta

The citizens of Atlanta cannot and will not tolerate another strike by their firemen, and I do not think the citizens will tolerate their firemen not receiving fair and just wages and working hours.

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Respectfully yours,

Most Reverend Paul J. Hallinan  
Archbishop of Atlanta

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BEGINNING AND MAXIMUM MONTHLY SALARIES  
 AND WORKWEEK OF FIREFIGHTERS  
U. S. CITIES

Source: Survey by City of Atlanta Comptroller's Office, June, 1966

City	Population Class (See Note)	Beginning Salary		Maximum Salary		Workweek (Hours)
		Monthly	Rank	Monthly	Rank	
Oakland, California	C	686	1	731	1	56
Berkeley, California	D	644	2	710	2	56
Detroit, Michigan	A	619	3	695	4	56
Fresno, California	D	592	4	693	5	56
Anaheim, California	D	584	5	710	3	63
Minneapolis, Minnesota	C	564	6	627	10	60
Gary, Indiana	D	555	7	555	24	56
Jersey City, New Jersey	C	551	8	584	16	42
Chicago, Illinois	A	523	9	629	9	56
Portland, Oregon	C	520	10	641	8	56
St. Paul, Minnesota	C	515	11	615	12	60
Milwaukee, Wisconsin	B	509	12	602	13	56
Philadelphia, Pennsylvania	A	508	13	549	26	48
Cleveland, Ohio	B	507	14	624	11	56
New Haven, Connecticut	D	500	15	533	36	56
Newark, New Jersey	C	496	16	584	17	42
Rochester, New York	C	489	17	586	15	48
Columbus, Ohio	C	485	18	683	7	56
Toledo, Ohio	C	482	19	564	18	54
Akron, Ohio	C	477	20	544	28	63
Denver, Colorado	C	475	21	688	6	67.6
Rockford, Illinois	D	473	22	536	33	56
Phoenix, Arizona	C	472	23	588	14	56
Dayton, Ohio	C	471	24	562	22	56
Grand Rapids, Michigan	D	470	25	541	30	56
Houston, Texas	B	467	26	514	37	56
Dallas, Texas	B	464	27	564	19	56
St. Louis, Missouri	B	464	28	564	20	60
Kansas City, Missouri	C	460	29	559	23	56
Tucson, Arizona	D	460	30	550	25	61.7
Wichita, Kansas	C	450	31	545	27	66

*File  
Strike  
True*

BEGINNING AND MAXIMUM MONTHLY SALARIES  
AND WORKWEEK OF FIREFIGHTERS U.S. CITIES  
(Continued)

City	Population Class (See Note)	Beginning Salary		Maximum Salary		Workweek (Hours)
		Monthly	Rank	Monthly	Rank	
Memphis, Tennessee	C	450	32	535	34	72
Jacksonville, Florida	D	450	33	450	53	56
Hartford, Connecticut	D	448	34	538	32	56
Baltimore, Maryland	B	445	35	539	31	56.5
Spokane, Washington	D	443	36	510	38	56
Indianapolis, Indiana	C	438	37	563	21	56
Buffalo, New York	B	433	38	542	29	50
Norfolk, Virginia	C	422	39	535	35	72
Ft. Worth, Texas	C	422	40	480	47	58
Des Moines, Iowa	D	418	41	506	40	56
Birmingham, Alabama	C	413	42	501	42	56
Miami, Florida	C	409	43	497	44	56
Oklahoma City, Oklahoma	C	405	44	450	54	66
Atlanta, Georgia	C	403	45	497	45	60
Worcester, Massachusetts	D	402	46	510	39	48
Omaha, Nebraska	C	400	47	500	43	60
Nashville, Tennessee	C	400	48	486	46	60
Topeka, Kansas	D	395	49			59.4
Louisville, Kentucky	C	391	50	456	51	56
Fall River, Massachusetts	E	390	51	478	48	48
Columbus, Georgia	D	368	52	453	52	72
Tampa, Florida	C	365	53	422	59	56
St. Petersburg, Florida	D	364	54	472	49	56
Greensboro, North Carolina	D	362	55	464	50	72
San Antonio, Texas	B	360	56	502	41	56
Savannah, Georgia	D	348	57	444	55	72
New Orleans, Louisiana	B	345	58	405	60	52
Mobile, Alabama	D	343	59	427	57	56
Montgomery, Alabama	D	330	60	440	56	56
Little Rock, Arkansas	D	325	61	425	58	72
Average - All cities above		456.08		543.28		57.56

Note: Population classes, based on the 1960 Population are as follows:

A - Over 1,000,000; B - 500,000 to 1,000,000; C - 250,000 to 500,000; D - 100,000 to 250,000; E - 50,000 to 100,000

BEGINNING AND MAXIMUM MONTHLY SALARIES  
AND WORKWEEK OF FIREFIGHTERS  
CITIES WITH A POPULATION OF 250,000 TO 500,000  
ACCORDING TO THE 1960 CENSUS

Exhibit

Source: Survey by City of Atlanta Comptrollers' Office, June, 1966

City	Beginning Salary		Maximum Salary		Workweek (Hours)
	Monthly	Rank	Monthly	Rank	
Oakland, California	686	1	731	1	56
Minneapolis, Minnesota	564	2	627	5	60
Jersey City, New Jersey	551	3	584	9	42
Portland, Oregon	520	4	641	4	56
St. Paul, Minnesota	515	5	615	6	60
Newark, New Jersey	496	6	584	10	42
Rochester, New York	489	7	586	8	48
Columbus, Ohio	485	8	683	3	56
Toledo, Ohio	482	9	564	11	54
Akron, Ohio	477	10	544	16	63
Denver, Colorado	475	11	688	2	67.6
Phoenix, Arizona	470	12	588	7	56
Dayton, Ohio	471	13	562	13	56
Kansas City, Missouri	460	14	559	14	56
Wichita, Kansas	450	15	545	15	66
Memphis, Tennessee	450	16	535	17	72
Indianapolis, Indiana	438	17	563	12	56
Norfolk, Virginia	426	18	535	18	72
Fort Worth, Texas	422	19	480	24	58
Birmingham, Alabama	413	20	501	19	56
Miami, Florida	409	21	497	21	56
Oklahoma City, Oklahoma	405	22	450	26	66
Atlanta, Georgia	403	23	497	22	60
Omaha, Nebraska	400	24	500	20	60
Nashville, Tennessee	400	25	486	23	60
Louisville, Kentucky	391	26	456	25	56
Tampa, Florida	365	27	422	27	56
Average - All Cities Above	463.44		556.41		58.02

BEGINNING AND MAXIMUM MONTHLY SALARIES  
AND WORKWEEK OF FIREFIGHTERS  
SOUTHEASTERN STATES OVER 100,000 POPULATION

Exhibit

Source: Survey by City of Atlanta Comptrollers' Office, June, 1966

City	Beginning Salary		Maximum Salary		Workweek (Hours)
	Monthly	Rank	Monthly	Rank	
Memphis, Tennessee	450	1	545	1	66
Jacksonville, Florida	450	2	450	9	56
Birmingham, Alabama	413	3	501	2	56
Miami, Florida	409	4	497	3	56
Atlanta, Georgia	403	5	497	4	60
Nashville, Tennessee	400	6	486	5	60
Columbus, Georgia	368	7	453	8	72
Tampa, Florida	365	8	422	13	56
St. Petersburg, Florida	364	9	472	6	56
Greensboro, North Carolina	362	10	464	7	72
Savannah, Georgia	348	11	444	10	72
New Orleans, Louisiana	345	12	405	14	52
Mobile, Alabama	343	13	427	12	56
Montgomery, Alabama	330	14	440	11	56
Average - All Cities Above	382.14		464.50		60.43

BEGINNING AND MAXIMUM MONTHLY SALARIES  
AND WORKWEEK OF FIREFIGHTERS  
GEORGIA CITIES, OVER 20,000 POPULATION

Exhibit

Source: Georgia Municipal Association Survey 1966

<u>City</u>	<u>Beginning Salary</u>		<u>Maximum Salary</u>		<u>Workweek (Hours)</u>
	<u>Monthly</u>	<u>Rank</u>	<u>Monthly</u>	<u>Rank</u>	
Marietta	420	1	525	1	72
Atlanta	403	2	497	2	60
East Point	390	3	440	7	60
College Park	379	4	477	3	72
Decatur	370	5	468	4	72
Columbus	368	6	453	5	72
Athens	363	7	392	10	72
Macon	353	8	435	8	72
Rome	349	9	388	11	72
Savannah	348	10	444	6	72
Augusta	334	11	382	12	40
Griffin	325	12	375	13	72
Valdosta	313	13	375	14	72
LaGrange	312	14	360	15	84
Brunswick	297	15	327	16	84
Albany	286	16	394	9	72
Waycross	266	17	323	17	72
Average	345.65		415.00		70.12



SALARY INCREASES GRANTED FOR THE YEARS 1959-1966  
ALONG WITH APPROXIMATE ANNUAL COST

Exhibit

	Salary Range No.	Minimum Salary (Step One)		Maximum Salary (Step Six)		Approximate Annual Cost Firemen	All Other Employees Received	Approximate Annual Cost Other Employees	Approximate Total Annual Cost
		Amount	% Increase	Amount	% Increase				
Salary of Firemen January 1, 1958	30	288.00		355.00					
One Step Salary Increase Granted 1959		12.00	4.17	15.00	4.23	129,027	Police-1 Step,Other-None	123,077	252,104
Salary After 1959 Increase	31	300.00		370.00					
Two Step Salary Increase Granted 1960		26.00	8.67	33.00	8.92	285,322	Police-2 Step,Other-1 Step	768,331	1,053,653
Salary After 1960 Increase	33	326.00		403.00					
Two Step Increase Granted 1962		29.00	8.90	35.00	8.68	346,826	2 Step	1,641,346	1,988,172
Salary After 1962 Increase	35	355.00		438.00					
Two Step Increase Granted 1965		31.00	8.73	38.00	8.68	378,552	Police-2 Step,Other-1 Step	1,136,853	1,515,405
Salary After 1965 Increase	37	386.00		476.00					
One Step Increase Granted 1966		17.00	4.40	21.00	4.41	209,260	1 Step	1,068,609	1,277,869
Present Salary of Firemen	38	403.00		497.00					
Percent Increase and Cumulative Annual Costs 1958-1966			<u>39.93</u>		<u>40.00</u>	<u>1,348,987</u>		<u>4,738,216</u>	<u>6,087,203</u>
Increase in Consumer Price Index (1957-59 Avg. 100%) to March, 1966 <sup>1</sup>			<u>10.30</u>		<u>10.30</u>				
Should Additional Salary Increments be Granted, the Approximate Annual Cost would be as follows:									
Increment 1						210,395		1,122,805	1,333,200
Increment 2						219,336		1,170,525	1,389,861
Increment 3						228,659		1,220,272	1,448,931
Increment 4						238,377		1,272,134	1,510,511
Increment 5						248,470		1,326,205	1,574,675

<sup>1</sup>Source: Atlanta Economic Review, June, 1966

REPORT TO

Honorable Ivan Allen, Jr., Mayor,  
and  
Chairman and Members of Finance Committee

ON

Resolutions Adopted by the International Association of  
Fire Fighters on December 29, 1965, and Referred to the  
Finance Committee by the Board of Fire Masters  
on February 7, 1966

Charles L. Davis  
City Comptroller  
March 18, 1966



# CITY OF ATLANTA

OFFICE OF COMPTROLLER

CITY HALL

Atlanta, Georgia 30303

March 18, 1966

CHARLES L. DAVIS  
COMPTROLLER

EDGAR A. VAUGHN, JR.  
DEPUTY COMPTROLLER

Honorable Ivan Allen, Jr., Mayor,  
Chairman, and Members of the Finance Committee

Gentlemen:

Pursuant to resolutions that were adopted by the International Association of Fire Fighters on December 29, 1965, and referred to the Finance Committee by the Board of Fire Masters on February 7, 1966, we are enclosing a report showing the estimated cost of implementing the provisions of these resolutions. We are also showing in this report the present staffing of the various fire stations and the proposed staffing if a three-platoon system were established.

We hope that this information will be of value to you in considering the resolutions adopted by Local 134, International Association of Fire Fighters. For your information we have also included a copy of these resolutions and two schedules. One of these schedules compares the salary and workweek of Georgia's cities, and the other schedule compares the salaries and workweek of various U. S. cities in the population range of over 250,000.

Sincerely yours,

*Charles L. Davis*  
Charles L. Davis  
City Comptroller

CLD:dhf

## INDEX

	<u>Page</u>
Present Staffing	1
Single Unit Stations	1
Double Unit Stations	1
Battalion Headquarters	2
Headquarters Station	2
Day and Night Shifts	3
Staffing Requirements for a 56-Hour Week	3
Summary of Staff and Staffing Requirements	5
Estimated Cost of Implementing a 56-Hour Workweek, Using a Three-Platoon System	8
Estimated Cost of Overtime	8
Sixty-hour week, Two-Platoon System	8
Fifty-six hour week, Three-Platoon System	9
Summary	10
Supplemental Data	
Comparison of Salaries of Fire Fighters:	
U. S. Cities over 250,000 population	11
Georgia Cities	12
Resolutions Adopted by Local 134	
International Association of Fire Fighters:	
Relating to 56-Hour Workweek and Three-Platoon System	13
Relating to Payment of Overtime	14

## PRESENT STAFFING

### Single Unit Stations:

Fire Station numbers 2, 3, 6, 9, 13, 14, 15, 18, 19, 20, 22, 26, 27, 28, 31, 32, and 33 are single unit stations and are staffed with fourteen employees. This staff consists of the following:

Fire Captains	2
Fire Drivers	2
Fire Sergeant	1
Firemen	9

These employees are divided so that one Fire Captain, one Fire Driver, one Fire Sergeant and four Firemen work one shift with one Fire Captain, one Fire Driver, and five Firemen working the second shift. The shifts are so arranged that four employees of the fourteen are off at all times; thus the effective shift becomes five employees for each of the respective shifts. The arrangement of these shifts are made in such a manner that will assure that at least four men are on duty at all times. In fact, the ratio appears to provide approximately 4.3 men for each piece of equipment at each station. It is our understanding that if the manpower falls below four men for each piece of equipment, the equipment must be removed from service until the manpower is equal or exceeds four men.

### Double Unit Stations:

Fire Station numbers 5, 7, 8, 16, 21, 24, 25, 29, and 30 are double unit stations staffed with twenty-eight employees. This staff consists of the following:

Fire Captains	2
Fire Lieutenants	2
Fire Sergeants	2
Fire Drivers	2
Fire Engineers	2
Firemen	18

These employees are distributed so that each shift has one Fire Captain, one Fire Lieutenant, one Fire Sergeant, one Fire Driver, one Fire Engineer and nine Firemen. The work schedule is so arranged that eight employees of the staff are off at all times.

Battalion Headquarters:

Fire Station numbers 4, 10, 11, and 23 are Battalion Headquarters as well as double unit stations. Fire Station No. 17 is also staffed as a Battalion Headquarters with a single unit station. The staffing of these stations, with the exception of Fire Station No. 17, is as follows:

Fire Battalion Chiefs	2
Fire Captains	2
Fire Lieutenants	2
Fire Sergeants	4
Fire Drivers	2
Fire Engineers	2
Firemen	21

Fire Station No. 17 is staffed with the following:

Fire Battalion Chiefs	2
Fire Captains	2
Fire Sergeants	3
Fire Drivers	2
Firemen	12

One of each of the respective classifications is assigned to a single shift with an exception of Firemen; and on the double unit station, ten Firemen are assigned to one shift and eleven Firemen are assigned to the other shift. In the case of Fire Station 17, the classifications are equally assigned except for the classification of Fire Sergeant. One shift has two Fire Sergeants assigned, and the other shift has only one. Each of the shifts are so arranged that at least nine men are off at all times.

Headquarters Station:

Fire Station No. 1 has in addition to being a double unit station, a rescue unit, a salvage unit, and a chief's car. In addition to the twenty-eight employees required to operate the Engine and Aerial Divisions, the Rescue Unit requires seven employees, the Salvage Unit requires three employees, and the Chief's Car requires three employees; thus making the total staff of 41 men at Fire Station No. 1.

The Department at the moment is staffed with 795 positions. 722 of these positions are assigned to the various stations as indicated above. The remaining 73 employees are assigned to the office, fire investigation, maintenance, and training.

Day and Night Shifts:

As mentioned earlier, each station is staffed with two shifts. The day shift consists of ten hours per day, five days per week or fifty hours per week; and the night shift consists of fourteen hours per day, five days per week or seventy hours per week. The shifts are rotated so that one platoon is on the day shift one week and on the night shift the next. The rotation is made on Saturdays with the shift on duty serving for a twenty-four hour period.

STAFFING REQUIREMENTS FOR A 56 HOUR WEEK

One of the resolutions passed by the International Association of Fire Fighters recommends that the City establish a 56 hour workweek and inaugurate a three-platoon system with one platoon working the day shift, one platoon working the night shift, and one platoon being off each four working days with two days off between cycles. The publication entitled "Municipal Fire Administration", published by the International City Managers' Association, illustrates the work schedule of a three-platoon system to be as follows:

	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.	Sun.
NIGHT (14 hours)	B	B	A	A	C	C	B	B
DAY (10 hours)	A	A	C	C	B	B	A	A

"In estimating the manpower required for the fire department, the total desired operating strength for each unit should be multiplied by a figure representing the number of men required under the current work week to perform each job. For example, if 100 men are required to man the apparatus and the department works a 56-hour week the requirements would be 100 x 3, plus a figure representing the number of hours of vacation granted each man and a figure representing the actual percentage of sick leave as shown by fire department records."

"It may be desirable to allow an "excess" of perhaps 5 or 10 per cent, where municipal finances permit, to take care of manpower fluctuations due to abnormal sickness, special inspection and training programs, and emergency conditions such as

when a number of men are incapacitated by serious fires. Also there is a turnover consisting of vacancies to be filled and new men not yet adequately trained that must be taken into consideration."

At present we have 48 fire fighting units in service, five Battalion Chiefs' Cars, one Rescue Unit, one Fighting Truck, one Supply and Salvage Truck, and one Chief's Car. The manpower required to maintain the present level of service for one shift is as follows:

48 Fire Fighting Units at 4.5 men each	216
5 Battalion Chiefs' Cars with 2 men each	10
1 Rescue Unit with 2 men each	2
1 Light Truck with 1 man	1
1 Supply and Salvage Truck with 1 man	1
1 Chief's Car with 1 man	<u>1</u>
Total	231

In order to determine the number of employees that are required to maintain the 48 fire fighting units and other equipment set forth above, we are to take the manpower that is required to maintain these units on a one-shift basis. We are to take this manpower and multiply by an index of 3 as set forth in the formula quoted from the "Municipal Fire Administration" publication. Thus the computation becomes 231 men X 3 = 693 employees exclusive of vacations, holidays, sick leaves, and other leaves. The formula further states that we are then to compute the vacations, legal holidays, sick leaves, injury leaves, military leaves, etc., for the average employee. We have researched the records in the Fire Department, and from these records we have determined these leaves to be as follows:

Vacation	20 days
Legal Holidays	7 days
Sick Leave & Injured Days Off based on 65 average	8 days
Military & Other Leaves	<u>2</u> days
Average Per Employee	37 days

When we take the 37 days per employee and multiply by eight hours per day by the 693 men required, we then show the need of covering 205, 128 man-hours in which these employees would be off on vacation, holidays, sick leave, military leave, etc. We have calculated the effective work year for a single fireman to be 2,616 hours.



This being 56 hours X 52 weeks less 296 hours off for vacation, holidays, sick leave, military leave, etc. If this 2,616 effective working hours per year is divided into the 205,128 man-hours off due to sick leave, vacation, holidays, etc., results in the need for 78 men in reserve for time off purposes to implement a 56-hour workweek based on a three platoon system. In order to maintain the same level of service of 4.5 men per unit, the second paragraph quoted from "Municipal Fire Administration" states that we add five to ten percent for a manpower reserve. However, in discussing this matter with Chief C. H. Hildebrand, he feels that we can provide a reserve factor of three percent and still maintain four men per unit. When we take the 693 men required for a three platoon system plus the 78 men needed in reserve for time off and leave purposes, we then have a total manpower requirement of 771. In applying the three percent reserve factor, we find that we now need an additional 23 men for this purpose or a total staff of 794. Our present manpower assigned to the fire fighting units totals 722 as set forth in Section I. When this is deducted from the required 794 men, we then show a need of 72 additional employees in order to implement a 56-hour workweek based on a three platoon system.

Summary of Staff and Staff Requirements:

Under a 56-hour workweek using the three platoon system, the staffing requirements would be as follows:

Single Unit Stations:

Fire Captains		3
Fire Drivers		3
Fire Sergeant		1
Firemen		<u>8</u>
	Total	15
Present Staffing		<u>14</u>
Additional Employees Required		1

Double Unit Stations:

Fire Captains	3
Fire Lieutenants	3
Fire Sergeants	2
Fire Drivers	3
Fire Engineers	3
Firemen	<u>19</u>
Total	<u>31</u>
Present Staffing	<u>28</u>
Additional Employees Required	3

Battalion Chiefs' Headquarters, (Double Unit Stations):

Battalion Chiefs	3
Fire Captains	3
Fire Lieutenants	3
Fire Sergeants	5
Fire Drivers	3
Fire Engineers	3
Firemen	<u>19</u>
Total	<u>39</u>
Present Staffing	<u>35</u>
Additional Employees Required	4

Battalion Chiefs' Headquarters, (Single Unit Stations):

Battalion Chiefs	3
Fire Captains	3
Fire Sergeants	4
Fire Drivers	3
Firemen	<u>10</u>
Total	<u>23</u>
Present Staffing	<u>21</u>
Additional Employees Required	2

Headquarters Station:

Fire Captains	3
Fire Lieutenants	3
Fire Sergeants	2
Fire Drivers	3
Fire Engineers	3
Firemen	19
Rescue	8
Salvage	3
Chiefs' Cars	<u>3</u>
Total	<u>47</u>
Present Staffing	<u>41</u>
Additional Employees Required	6

A summary of the present staffing by station and employees required for a 56-hour workweek, using a three-platoon system is as follows:

<u>Station No.</u>	<u>Present Staffing</u>	<u>Additional Employees Required</u>	<u>Staffing by 56-Hour Workweek Three-Platoon System</u>
1	41	6	47
2	14	1	15
3	14	1	15
4	35	4	39
5	28	3	31
6	14	1	15
7	28	3	31
8	28	3	31
9	14	1	15
10	35	4	39
11	35	4	39
12	28	3	31
13	14	1	15
14	14	1	15
15	14	1	15
16	28	3	31
17	21	2	23
18	14	1	15
19	14	1	15
20	14	1	15
21	28	3	31
22	14	1	15
23	35	4	39
24	28	3	31
25	28	3	31
26	14	1	15
27	14	1	15
28	14	1	15
29	28	3	31
30	28	3	31
31	14	1	15
32	14	1	15
33	14	1	15
Light Truck	2	1	3
<b>TOTALS</b>	<b>722</b>	<b>72</b>	<b>794</b>

ESTIMATED COST OF IMPLEMENTING A 56-HOUR WORKWEEK, USING A THREE-PLATOON SYSTEM

We have estimated the cost of implementing a 56-hour workweek under the three-platoon system to be as follows:

72 Additional Firemen at a maximum rate of \$5,967 per year	\$429,624
Uniform Allowance at \$100 per year	7,200
Group Insurance Cost for New Employees	4,500
Cost of Reclassifications Required under a Three-Platoon System:	
1 Fire Chief Assistant	1,521
4 Battalion Chiefs	3,900
33 Fire Captains	19,305
15 Fire Lieutenants	11,895
6 Fire Sergeants	3,120
1 Rescue Operator	793
58 Fire Drivers, Engineers & Tillermen	15,080
Annual Pension Cost	29,114
	<hr/>
Total	\$526,052

These reclassifications are caused by the creation of a third shift which must be staffed by appropriate supervisory personnel.

In making this estimate, we have used the maximum salaries of the Firemen. We realize that the first year cost will not be as high as the estimate.

ESTIMATED COST OF OVERTIME

The resolutions adopted by Local 134 International Association of Fire Fighters on December 29, 1965, also provides that all work performed by fire fighters of Atlanta Fire Department in excess of forty hours in any one week be compensated at the rate of time and one-half of the established rate of pay. We have attempted to estimate the cost of this provision under a sixty-hour week, two-platoon system, and a fifty-six hour week, three-platoon system.

60-Hour Week, Two-Platoon System:

The following schedule sets forth our computation of the amount required to initiate the payment of overtime at the rate of 1½ times the regular rate for all time over forty hours per week based on a sixty-hour week, two-platoon system.

443 Firemen @ \$.85 per hour, 20 hours per week, 52 weeks per year	\$391,612
68 Fire Captains @ \$1.18 per hour, 20 hours per week, 52 weeks per year	83,449
63 Fire Engineers @ \$1.00 per hour, 20 hours per week, 52 weeks per year	65,520
55 Fire Sergeants @ \$1.04 per hour, 20 hours per week, 52 weeks per year	59,488
43 Fire Drivers @ \$1.00 per hour, 20 hours per week, 52 weeks per year	44,720
38 Fire Lieutenants @ \$1.08 per hour, 20 hours per week, 52 weeks per year	42,682
Other Employees at an average increase of 16.5%	74,856
Pension Cost	48,504
	<hr/>
Total	\$810,831

56-Hour Week, Three-Platoon System:

The following schedule sets forth the estimated cost of initiating the overtime payment at 1½ times the regular rate for all work over forty hours per week under the fifty-six hour week, three platoon system:

398 Firemen @ \$.85 per hour, 16 hours per week, 52 weeks per year	\$281,466
99 Fire Captains @ \$1.18 per hour, 16 hours per week, 52 weeks per year	96,782
45 Fire Engineers @ \$1.00 per hour, 16 hours per week, 52 weeks per year	37,440
74 Fire Sergeants @ \$1.04 per hour, 16 hours per week, 52 weeks per year	64,030
99 Fire Drivers @ \$1.00 per hour, 16 hours per week, 52 weeks per year	82,368
45 Fire Lieutenants @ \$1.08 per hour, 16 hours per week, 52 weeks per year	40,435
Other Employees at an average of 13.3%	60,339
Pension Cost	41,758
Total	<u>\$704,618</u>

This estimated cost of implementing a system of paying overtime in excess of forty hours per week under the fifty-six hour, three-platoon system, would be in addition to the cost set forth above for implementing the three-platoon system.

SUMMARY

The implementation of the resolution adopted by Local #134 International Association of Fire Fighters regarding the establishment of a three platoon system and a fifty-six (56) hour work week would require the employment of seventy-two (72) additional men. The estimated annual cost would be as follows:

Salaries - 72 additional firemen . . . . .	\$429,624
Reclassification to provide additional supervisory personnel required. . . . .	55,614
Pension, insurance and uniform cost. . . . .	40,814
Total Annual Cost	<u>\$526,052</u>

The cost of implementing the resolution relating to payment of overtime at the rate of one and one-half times the regular rate would depend on whether the fifty-six (56) hour work week on a three platoon basis is adopted. Should the fifty-six (56) hour work week on a three platoon basis be adopted, the cost of overtime at one and one-half regular rates for all hours in excess of forty (40) would be approximately \$704,618 per year. Should the Fire Department remain on a sixty (60) hour work week, two platoon system, the cost of overtime as provided above is estimated to be \$810,831 per year.

S U P P L E M E N T A L   D A T A

COMPARISON OF SALARIES, ETC.  
OF FIRE FIGHTERS  
SOURCE: MUNICIPAL YEAR BOOK 1965

<u>City</u>	<u>Rate Per Hour</u>	<u>Hours Per Week (Day Shift)</u>	<u>Monthly Salary (Maximum)</u>
New York	4.09	40	707.00
Buffalo	3.13	40	542.00
Washington, D. C.	3.05	48	634.00
San Francisco	3.00	56	727.00
Seattle	2.84	48	590.00
Boston	2.79	48	580.00
Los Angeles	2.71	61	715.00
San Diego	2.49	63	679.00
Detroit	2.41	56	584.00
Cleveland	2.40	56	580.00
Philadelphia	2.38	48	495.00
Chicago	2.36	56	570.00
Baltimore	2.23	56	539.00
Cincinnati	2.21	56	535.00
Columbus, Ohio	2.21	56	535.00
St. Louis	2.17	60	564.00
Phoenix	2.17	56	526.00
Milwaukee	2.14	63	585.00
Dallas	2.07	56	500.00
Kansas City	2.00	56	483.00
Denver	1.99	68	588.00
New Orleans	1.93	56	478.00
Houston	1.93	56	467.00
Atlanta	1.91	60	497.00
San Antonio	1.65	60	430.00
Memphis	1.62	72	505.00



COMPARISON OF SALARIES, ETC.  
 OF FIRE FIGHTERS  
 GEORGIA CITIES  
SOURCE: GEORGIA MUNICIPAL ASSOCIATION

<u>City</u>	<u>Rate Per Hour</u>	<u>Hours Per Week (Day Shift)</u>	<u>Monthly Salary (Maximum)</u>
Atlanta	1.91	60	497.00
East Point	1.69	60	440.00
Marietta	1.68	72	525.00
Columbus	1.45	72	453.00
Savannah	1.42	72	444.00
Macon	1.39	72	435.00
Albany	1.26	72	394.00
Athens	1.26	72	392.00
Valdosta	1.20	72	375.00
Rome	1.14	72	355.00

## RESOLUTION

- WHEREAS, In 1962 all departments of the City of Atlanta, except the Fire Department had their work week shortened to forty or forty-four hours, and
- WHEREAS, The members of the Atlanta Fire Department have not had a reduction of hours since the Plan of Improvement in January 1952, and
- WHEREAS, The City of Atlanta, in the matter of required work week for the Fire Department, has not kept pace with established practices in other major cities in the country, and
- WHEREAS, The City of Atlanta Personnel Board has encountered great difficulty in procuring and retaining qualified applicants for the Fire Department, due largely to the long work week, now therefore be it
- RESOLVED, That the Mayor and Board of Aldermen of the City of Atlanta endorse, recommend and establish by ordinance covering the Fire Department, a maximum work week of fifty-six hours (as the first step in establishing a forty hour work week for the Fire Department), and be it further
- RESOLVED, That such maximum standards be established without reduction in pay, and be it further
- RESOLVED, That in establishing a fifty-six hour work week, the three platoon system be inaugurated, one platoon working the day shift, one platoon working the night shift, and one platoon being off, each working four days and being off two days, the cycle taking approximately 12 weeks to complete, at which time it would begin anew and be it further
- RESOLVED, That the fifty-six hour work week be established with each platoon maintaining its present structure and complement of officers, engineers, drivers, tillermen, etc., which is now in effect with the two platoon system.

Adopted at the meeting of the Executive Board of Local #134 International Association of Fire Fighters on December 29, 1965 and approved by the full body on January 4, and January 11, 1966.

---

J. C. McEVER, President

RESOLUTION

- WHEREAS, The forty hour work week has become the accepted standard work week in industry, city, county, state, and federal agencies in all parts of the United States, and
- WHEREAS, Like the development in industry, the forty hour work week or even shorter work weeks have become the standard requirements in the federal government, in a majority of the states and nearly all of the large cities and counties in public employment recognized as part of the better governed units in our country, and
- WHEREAS, The reduction in hours of work has been achieved in all instances without reduction of pay, now therefore be it
- RESOLVED, That all work performed by fire fighters of the Atlanta Fire Department in excess of forty (40) hours in any one week, be compensated at the rate of time and one-half of the established rate of pay.

Adopted at the meeting of the Executive Board of Local #134 International Association of Fire Fighters on December 29, 1965 and approved by the full body on January 4, and January 11, 1966.

---

J. C. McEVER, President

# FISHER BODY DIVISION

GENERAL MOTORS CORPORATION

ATLANTA PLANT

ATLANTA, GEORGIA



OFFICE OF THE PLANT MANAGER

September 13, 1966

Hon. Ivan Allen, Jr.  
Mayor of the City of Atlanta  
Atlanta, Georgia

Dear Mayor Allen:

It was with much regret that I heard of the City of Atlanta's recent decision to fire approximately 550 trained and experienced firemen.

I am deeply concerned about the welfare and safety of this city as it is quite obvious that we do not have adequate fire protection with only a small number of trained men on the job, assisted by new hires with no training or experience, and policemen who are certainly needed in other areas.

I do not believe you will be able to replace these men with qualified personnel for a long time with the hours and wages now offered them. As a further indication that our city is not adequately protected, the insurance underwriters have stated that under present circumstances, they probably will not issue new policies and if the serious shortage of trained firefighters continues to exist, insurance rates may be increased. I feel that such an increase would be an unnecessary expense to property owners.

I would like to request that you and other responsible city officials reconsider your decision and urge these men to return to their jobs.

Very truly yours,

Mrs. Christine D. Hogan  
Secretary to Plant Manager

cc: Board of Firemasters

ROUGH DRAFT

INFORMATION TO BE INCLUDED IN AFFIDAVIT

The City of Atlanta operates on a well planned, well programmed annual budget. The City has certain prescribed rules and regulations in its Charter dealing with the anticipation of revenues, the appropriation of funds, and the like. These laws were enacted in 1937 and have been amended several times since.

The budget law was prompted by the fact that the City was almost financially bankrupt and was having to issue script in order to pay its employees and vendors. We have found that by living with these rules and regulations, good, sound financial budgets can be made and can be lived up to. In fact, we have extended the practice within the office of forecasting revenues and operating expenses for as much as five years hence before making a particular calendar year budget.

*Insert X  
(See Page 2)*

The 1966 calendar year budget was made in accordance with the budget laws which are contained in the Charter of the City and the practice of forecasting revenues and operating costs for several years. Anticipated revenue estimates for the 1966 budget were forecast and reviewed as early as May, 1965. These estimates were again reviewed in July, August, October, November and December, and corrections made according to economic changes during this period.

Budget request forms were forwarded to the various departments of the City on September 15, 1965, and these were completed and returned to this office by October 15. These requests totaled \$\_\_\_\_\_ and available revenue projections that had been made in October indicated that we could provide for only \$\_\_\_\_\_.

The budget requests of the various departments were thoroughly reviewed by this office and were reviewed by the Finance Committee, together with the officials of the various departments. These hearings were conducted on November 2, 3 and 4, 1965. The Budget Commission, who is responsible for

anticipating all revenues of the City and making certain appropriations such as debt service, met and approved the tentative estimated receipts for the year 1966 on November 30, 1965. The tentative budget was published as required by Charter of the City on \_\_\_\_\_.

Several meetings were held during the months of November and December for the purpose of reviewing revenues and requests for additional equipment, new employees, reclassifications, etc. These requests were thoroughly screened and only the bare essentials were approved. The 1966 Pay and Classification Plan, which provided a 4 1/4% increase for every employee on the payroll of the City was formulated and approved by the Finance Committee and presented to the Board of Aldermen on December 20, 1965. Requests for new employees and reclassifications were reviewed and presented to the Board of Aldermen for adoption on January <sup>3</sup>4, 1966.

*\*  
Page 1*

The Budget Commission of the City is composed of the Mayor, Chairman of the Finance Committee, the Comptroller, and two aldermen elected by the Board of Aldermen each year to serve for the calendar year. The two aldermen to serve on the 1966 Budget Commission were elected at the meeting of January <sup>3</sup>4, 1966.

The 1966 Budget Commission met January 4, 1966 and reviewed the final receipts of 1965 and established the estimated receipts for 1966 in accordance with the practice and principles that have been used by the City for the last several years. The Budget Commission recommendation was filed as required by law with the Board of Aldermen on Monday, January 17, 1966. The Finance Committee met on January 4, 1966, reviewed and adopted the final budget for the year 1966 and this was presented to the Board of Aldermen on January 17, 1966.

It may be well to note that the Budget Commission cannot change its anticipations on present sources of revenue until the collections on that source

of revenue has exceeded the amount anticipated. It also may be well to note that each member of the Budget Commission is personally liable in the event that the collections are less than the amount of revenue anticipated.

# Aldermen Refuse Firemen Shorter Hours, Extra Pay

C 3/19

Funds are not now available either to shorten Atlanta firemen's workweek or raise their pay, the aldermanic finance committee decided Friday.

The action came after some 400 firemen, their wives and supporters had overflowed the aldermanic chambers at a public hearing. They asked that the fire department's workweek be cut to 56 hours from the present 60 hours and that time and a half be paid for all hours over 40.

The finance committee took up the requests in executive session and wound up deciding that neither could be granted immediately without raising

By MARION GAINES  
taxes or the city's finding some new source of revenue.

The aldermen made two concessions, however, by adopting resolutions promising that:

(1) Time and a half will henceforth be paid for fireman called back to duty in emergency situations after completing their regular 60-hour week. It was estimated this will cost only some \$5,000 to \$10,000 a year.

(2) The 56-hour week for firemen will be given "The first consideration" in drawing up next year's city budget over any requests for across-the-

board salary raises in any departments.

All members of the finance committee stressed that they were in sympathy with the firemen's objectives. But all agreed, too, with Ald. Charlie Leftwich that the current city budget "is as tight as it's ever been."

Comptroller Charles Davis told the committee that implementing the 56-hour week would require about 72 additional firemen at an annual cost (based on top pay scale) of some \$526,052.

Paying time and a half over  
Continued on Page 5, Column 1

## Firemen Lose Request for Fewer Hours

Continued From Page 1

40 hours for a 56-hour week would cost about \$704,618 a year and for a 60-hour week about \$810,831 a year, Davis said.

At the public hearing, Capt. J. C. Whitley told the aldermen that the city was practicing "false economy" to train young men as firefighters and then lose them a short time later to jobs with shorter hours and weekends and holidays off.

Sgt. J. D. Garrett pleaded for implementation of the firemen's requests, declaring: "We can't strike against you; all we can do is quit and look for something else."

Longtime Atlanta businessman Sam Rothberg urged the aldermen to give the firemen a wage "that is just, fair and right" even if it meant increasing taxes.

Insuranceman M. M. (Mugsy) Smith said an important factor is "the life hazard—when these men answer a fire call, they never know if they'll come back."



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All members of the finance committee stressed that they were in sympathy with the firemen's objectives. But all agreed, too, with Ald. Charlie Leftwich that the current city budget "is as tight as it's ever been."

Comptroller Charles Davis told the committee that implementing the 56-hour week would require about 72 additional firemen at an annual cost (based on top pay scale) of some \$526,052.

Paying time and a half over

Continued on Page 5, Column 1

## Firemen Lose Request for Fewer Hours

Continued From Page 1

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Sgt. J. D. Garrett pleaded for implementation of the firemen's requests, declaring: "We can't strike against you; all we can do is quit and look for something else."

Longtime Atlanta businessman Sam Rothberg urged the aldermen to give the firemen a wage "that is just, fair and right" even if it meant increasing taxes.

Insuranceman M. M. (Mugsy) Smith said an important factor is "the life hazard—when these men answer a fire call, they never know if they'll come back."

## BY BOARD OF FIREMASTERS

WHEREAS, employees of the Atlanta Fire Department have asked the Mayor and Board of Aldermen for a reduction of hours in the work week and for an increase in hourly pay for City Firemen; and

WHEREAS, the Finance Committee of the Board of Aldermen conducted a public hearing on March 18, 1966 to determine the City's financial ability to grant further pay increases and shorter hours to Fire Department personnel; and

WHEREAS, the Committee approved a provision for overtime pay at a rate of one and one-half times the regular rate of pay to Firemen who are called back on duty in an emergency after having worked 60 hours in that particular week; and

WHEREAS, the Finance Committee, Mayor and Board of Aldermen pledged to give first preference to reducing the work week in formulating the 1967 Budget before any over-all salary is considered for employees and officers of the City:

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Board of Aldermen do hereby reaffirm the above stated action and pledge to take positive action within the budgetary and administrative capability of the City when preparing the overall City budget for 1967.

CERTIFIED

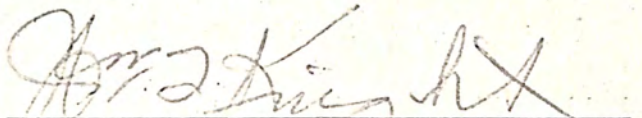
JUN 6 1966

President Board of Aldermen

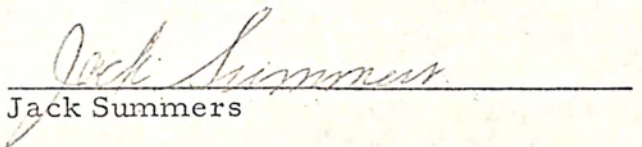
RESOLUTION

BY THE BOARD OF FIREMASTERS

Reaffirming previous action of Board of Aldermen and pledging positive action within the budgetary and administrative capability of the City when preparing the overall City Budget for 1967.

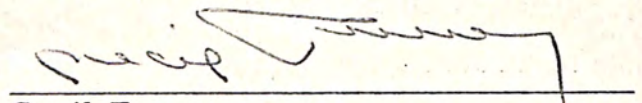


Wm. T. Knight, Chairman  
Board of Firemasters



Jack Summers

Q. V. Williamson



Cecil Turner

APPROVED

JUN 8 1966

TAYLOR

ADOPTED BY  
BOARD OF ALDERMEN JUN 6 1966

September 6, 1966

RESOLUTION BY

FINANCE COMMITTEE:

WHEREAS, the members of the Atlanta Fire Department requested the City of Atlanta to reduce their work week from 60 hours to 48 hours immediately and to increase the salaries paid all firemen by 10%, effective September 1, 1966, and that said 10% increase would be in addition to any salary or wage increases granted by the City to other employees of the City, and

WHEREAS, the Finance Committee, after carefully reviewing the financial position of the City, the legal limits placed on the City, and the revenue raising measures to be adopted, recommends that the following resolution be adopted by the Mayor and Board of Aldermen,

THEREFORE, BE IT RESOLVED BY THE MAYOR AND BOARD OF ALDERMEN OF THE CITY OF ATLANTA as follows:

1. That, effective January 1, 1967, the fire fighting personnel of the Atlanta Fire Department be placed on a three-platoon system and the work week of firemen be reduced from 60 hours per week to 56 hours per week.
2. That sufficient positions will be created on October 1, 1966 in the Fire Department and that personnel will be recruited as quickly as possible to implement the 56-hour work week effective January 1, 1967.
3. That a salary increase of not less than two steps will be granted to all fire fighting personnel effective January 1, 1967.
4. That, effective January 1, 1967, the basic salaries paid uniformed police personnel will be increased to equal the salary increases granted firemen.
5. That salary and wage increases will be granted to all other City employees consistent with the financial capability of the City, taking into consideration the salary and wage study now being conducted by Public Administration Service.

CERTIFIED

SEP 6 1966

President Board of Aldermen

RESOLUTION BY  
FINANCE COMMITTEE:

Pledging the creation of sufficient positions effective October 1, 1966 within the Department of Fire to implement 56-hour work week by January 1, 1967, and pledging salary increases for fire fighting personnel, uniformed police personnel, and other City employees, effective January 1, 1967.

APPROVED  
*[Signature]*  
Chairman Finance Committee

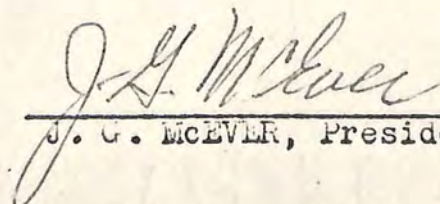
ALDERMAN GILLIAM  
VOTED NO

APPROVED  
SEPT. AUG 8 1966  
*[Signature]*  
MAYOR

ADOPTED BY  
BOARD OF ALDERMEN SEP 6 1966

- WILLIAMS, In 1962 all departments of the City of Atlanta, except the Fire Department had their work week shortened to forty or forty-four hours, and
- WILLIAMS, The members of the Atlanta Fire Department have not had a reduction of hours since the Plan of Improvement in January 1952, and
- WILLIAMS, The City of Atlanta, in the matter of required work week for the Fire Department, has not kept pace with established practices in other major cities in the country, and
- WILLIAMS, The City of Atlanta Personnel Board has encountered great difficulty in procuring and retaining qualified applicants for the Fire Department, due largely to the long work week, now therefore be it
- RESOLVED, That the Mayor and Board of Aldermen of the City of Atlanta endorse, recommend and establish by ordinance covering the Fire Department, a maximum work week of fifty-six hours (as the first step in establishing a forty hour work week for the Fire Department), and be it further
- RESOLVED, That such maximum standards be established without reduction in pay, and be it further
- RESOLVED, That in establishing a fifty-six hour work week, the three platoon system be inaugurated, one platoon working the day shift, one platoon working the night shift, and one platoon being off, each working four days and being off two days, the cycle taking approximately 12 weeks to complete, at which time it would begin anew and be it further
- RESOLVED, That the fifty-six hour work week be established with each platoon maintaining its present structure and complement of officers, engineers, drivers, tillermen, etc, which is now in effect with the two platoon system.

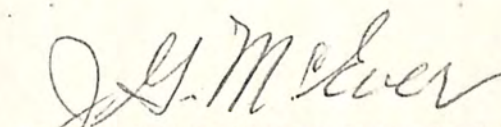
Adopted at the meeting of the Executive Board of Local #134 International Association of Fire Fighters on December 29, 1965 and approved by the full body on January 4, and January 11, 1966

  
\_\_\_\_\_  
J. G. McEEVER, President

RESOLUTION

- WHEREAS, The forty hour work week has become the accepted standard work week in industry, city, county, state, and federal agencies in all parts of the United States, and
- WHEREAS, Like the development in industry, the forty hour work week or even shorter work weeks have become the standard requirements in the federal government, in a majority of the states and nearly all of the large cities and counties in public employment recognized as part of the better governed units in our country, and
- WHEREAS, The reduction in hours of work has been achieved in all instances without reduction of pay, now therefore be it
- RESOLVED, That all work performed by fire fighters of the Atlanta Fire Department in excess of forty (40) hours in any one week, be compensated at the rate of time and one-half of the established rate of pay.

Adopted at the meeting of the Executive Board of Local #134 International Association of Fire Fighters on December 29, 1965 and approved by the full body on January 4, and January 11, 1966.

  
\_\_\_\_\_  
J. G. McVick, President

REGARDING THE RESOLUTIONS THAT WERE ADOPTED  
BY THE INTERNATIONAL ASSOCIATION OF FIRE  
FIGHTERS AND REFERRED TO THE FINANCE  
COMMITTEE ON FEBRUARY 7, 1966 WITH THE  
REQUEST FOR A PUBLIC HEARING ON MARCH 18,  
1966.

CERTIFIED

MAR 21 1966

*Sam Russell*  
President Board of Aldermen

FOR FILING

*Arthur A. M. Little*  
Chairman, Finance Committee

FILED

ACCEPTED BY  
BOARD OF ALDERMEN

MAR 21 1966



March 21, 1966

The Honorable Mayor and Board of Aldermen  
City of Atlanta, Georgia

Gentlemen:

The Finance Committee met and reviewed the following resolutions which were adopted on December 29, 1965 by the International Association of Fire Fighters, Local No. 134, and referred by the Board of Aldermen on February 7, 1966 to the Finance Committee:

- (A) A resolution requesting that the City of Atlanta reduce the work week of firemen from 60 hours to 56 hours and to adopt a three-platoon system to implement same.
- (B) A resolution requesting overtime pay at the rate of time and one half to firemen for all hours worked in excess of 40 hours a week.

At the request of the Board of Aldermen, the Committee conducted a public hearing on Friday, March 18, 1966 at 2:00 P. M., in which ten people spoke favorably upon the request of the International Association of Fire Fighters.

The Finance Committee reviewed a communication from Mayor Allen, who is Chairman of the Budget Commission, to Mr. John A. White regarding the anticipation of City of Atlanta General Fund revenues and the consistency with which the anticipations have been established for the last several years. The Mayor also advised the Finance Committee that the revenue anticipations cannot be revised upward after having been filed with the Mayor and Board of Aldermen unless a new source of revenue is found or an existing source of revenue is increased.

The Committee also reviewed a report prepared by the City Comptroller regarding the cost of implementing a 56-hour work week, using the three-platoon system, for the firemen and the cost of paying time and one half as overtime for any hours worked in excess of 40 hours per week. The Committee determined that if these two requests were granted, the annual cost would exceed \$1,100,000.

After due and careful consideration, the Committee determined that there were no funds on hand and available at this time to implement either or both of the requests made by the International Association of Fire Fighters.

Therefore, it is with regret that the Committee is forced to file an adverse report with your Honorable Body pertaining to these requests; however, the Committee pledges that it will give first preference to reducing the work week of firemen in formulating the 1967 Budget before any over-all salary increase is considered for employees and officers of the City.

and the Board of Aldermen

The Honorable Mayor and Board of Aldermen

March 21, 1966

The Committee approved a provision for overtime pay at the rate of one and one half times the regular rate of pay to firemen who are called back on duty in an emergency after having worked 60 hours in that particular week.

Respectfully submitted,

John A. White  
L. M. Harris

Charles E. Leftwich

Frank D. Knight

Robert D. Knight

Samuel J.

- MEMBERS, In 1962 all departments of the City of Atlanta, except the Fire Department had their work week shortened to forty or forty-four hours, and
- MEMBERS, The members of the Atlanta Fire Department have not had a reduction of hours since the Plan of Improvement in January 1952, and
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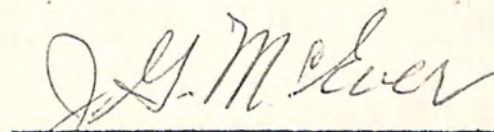
Adopted at the meeting of the Executive Board of Local #134 International Association of Fire Fighters on December 29, 1965 and approved by the full body on January 4, and January 11, 1966

  
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J. G. McEVELER, President

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J. G. McEwen, President

REGARDING THE RESOLUTIONS THAT WERE ADOPTED  
BY THE INTERNATIONAL ASSOCIATION OF FIRE  
FIGHTERS AND REFERRED TO THE FINANCE  
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REQUEST FOR A PUBLIC HEARING ON MARCH 18,  
1966.

CERTIFIED

MAR 21 1966

*Sam Russell*  
President Board of Aldermen

FOR FILING:  
*Arthur A. White*  
Chairman, Finance Committee

FILED

ADOPTED BY  
BOARD OF ALDERMEN MAR 21 1966

# Aldermen Refuse Firemen Shorter Hours, Extra Pay

C 3/19

Funds are not now available either to shorten Atlanta firemen's workweek or raise their pay, the aldermanic finance committee decided Friday.

The action came after some 400 firemen, their wives and supporters had overflowed the aldermanic chambers at a public hearing. They asked that the fire department's workweek be cut to 56 hours from the present 60 hours and that time and a half be paid for all hours over 40.

The finance committee took up the requests in executive session and wound up deciding that neither could be granted immediately without raising

By MARION GAINES taxes or the city's finding some new source of revenue.

The aldermen made two concessions, however, by adopting resolutions promising that:

(1) Time and a half will henceforth be paid for fireman called back to duty in emergency situations after completing their regular 60-hour week. It was estimated this will cost only some \$5,000 to \$10,000 a year.

(2) The 56-hour week for firemen will be given "The first consideration" in drawing up next year's city budget over any requests for across-the-

board salary raises in any departments.

All members of the finance committee stressed that they were in sympathy with the firemen's objectives. But all agreed, too, with Ald. Charlie Leftwich that the current city budget "is as tight as it's ever been."

Comptroller Charles Davis told the committee that implementing the 56-hour week would require about 72 additional firemen at an annual cost (based on top pay scale) of some \$526,052.

Paying time and a half over

Continued on Page 5, Column 1

## Firemen Lose Request for Fewer Hours

Continued From Page 1

40 hours for a 56-hour week would cost about \$704,618 a year and for a 60-hour week about \$810,831 a year, Davis said.

At the public hearing, Capt. J. C. Whitley told the aldermen that the city was practicing "false economy" to train young men as firefighters and then lose them a short time later to jobs with shorter hours and weekends and holidays off.

Sgt. J. D. Garrett pleaded for implementation of the firemen's requests, declaring: "We can't strike against you; all we can do is quit and look for something else."

Longtime Atlanta businessman Sam Rothberg urged the aldermen to give the firemen a wage "that is just, fair and right" even if it meant increasing taxes.

Insuranceman M. M. (Mugsy) Smith said an important factor is "the life hazard—when these men answer a fire call, they never know if they'll come back."

TO: H.L.B.

FROM: J.B.P.

RE: Memorandum on right of City of Atlanta Firemen to strike.

"Although there have been many strikes by public employees, very few of them have reached the courts, or at least, very few have been reported. However, in every case that has been reported, the right of public employees to strike has been emphatically denied. Unlike the right of labor in private industry, public employees do not possess the rights of collective bargaining, the right to strike, or the right to picket." 31 ALR 2d 1149 § 3, 1159 § 11.

"Furthermore, the courts have generally denied union membership to policemen and firemen because they owe undivided allegiance to the public, and because it is absolutely necessary to the maintenance of discipline in the two services that public authorities have complete control over them." 31 Am Jur 429 § 56.

The constant argument of strikers in reported cases is that the right to strike is an inherent right protected by the provisions of the Constitution.

The universal view of the courts is that "there is no inherent right in employees to strike against their governmental employer, whether federal, state or political subdivision thereof, and strike of municipal employees for any purpose is illegal". Board of Education of Community Unit School District #2, Appellant, vs. Doris Redding, et al., Supreme Court of Illinois, May 20, 1965. This was a case of first impression in the Supreme Court of Illinois. Custodial employees, in this case, were conducting a strike against their school board employer and were picketing the schools in support of the strike.

"In absence of legislative authority, public employees in general have no right to strike against the government." Los Angeles Metropolitan Transit Authority vs. Brotherhood of Railroad Trainmen, 355 P.2d 905. This right must be deliberately expressed and is not to

be implied. The Delaware River and Bay Authority vs. The International Organization of Masters, Mates and Pilots, 211 A2d 789.

"In absence of legislation, right of employees of the Port of Seattle, a political subdivision of the State and a municipal corporation, to strike is subordinate to the immunity therefrom of the Port of Seattle." Port of Seattle vs. International Longshoremens and Warehousemens Union, 324 P2d 1099.

A search of Georgia laws reveals that there is no State statute which gives public employees the authority to strike against their employer.

The Supreme Court of Georgia, in the case of International Longshoremens Association, AFL-CIO, et al., vs. Georgia Ports Authority, held that "it is contrary to the public policy of the State of Georgia for State employees to strike". Several out-of-state cases were cited in support of this finding. This case involved the right of employees of the State Ports Authority to strike. In further support of this ruling, Georgia Laws 1962, p.459 was cited and Section 1 of said Act provides:

"Section 1. No person holding a position by appointment or employment in the government of the State of Georgia or any agency, authority, board, commission, or public institution thereof shall promote, encourage or participate in any strike."

The question arises as to whether or not this State law is applicable to an employee of a municipality. Is a municipality an agent, authority, board, commission or public institution of the State of Georgia?

Municipalities, in the following cases, have been classified as agencies or departments of the State:

" 'Municipalities' are agencies of the commonwealth created by the sovereignty of the people." Adams v. Oklahoma City, 95 P. 975, 979, 20 Okl. 519.

"A 'municipality' is merely a political subdivision or department of the state." Jersey City v. Martin, 19A.2d 40, 45, 126 N.J.L. 353; Storrs v. Heck, 190 So. 78, 84, 238 Ala. 196.



"A municipality, being no more than a governmental agency of the state with the powers limited and defined by statute. . ." Valentine v. Road Directors of Allegany County, 126 A. 147, 150, 146 Md. 199.

"A municipality is a state agency for governmental purposes. It exercises political governmental powers delegated by the state." City of Lexington v. Thompson, 68 S.W., 477, 479, 113 Ky. 540, 57 L.R.A. 775.

"A 'municipal corporation' is a department of the government of state, created by the Legislature. . . and is synonymous with 'public corporation' and 'municipality'." Neuenschwander v. Washington Suburban Sanitary Commission, 48 A.2d 593, 597, 187 Md. 67.

" 'Municipality' is, in its governmental aspect, an agency of the state for the administration, within the prescribed limits, of the governmental function and powers of the state." Public Service Electric & Gas Co. v. City of Camden, 192 A. 222, 226, 118 N.J.L. 245.

No reported cases have been found wherein a municipal employer attempted to bring itself within the purview of the 1962 Act. Even though a court might hold that a municipal employer does not come within the scope of the 1962 Act, it appears that a strike could be successfully enjoined on the grounds that municipal employees have no express right to strike, that a strike by municipal employees is contrary to public policy and that the municipal employer is immune from strikes by its employees.

*File  
Firemen's strike*

RAWSON HAVERTY  
ATLANTA, GEORGIA

September 16, 1966

Dear Earl:

Here are my notes which were copied and turned over to the Firemen's union by one of our girls.

I am terribly embarrassed, and apologize.

I don't think any damage is done, as the facts outlined are almost exactly those published in the accompanying article in "U.S. News & World Report."

Thanks for your courtesy in giving me this information. I deeply regret the breach of security.

Sincerely,



Mr. Earl Landers, Executive Secretary  
Office of the Mayor  
City of Atlanta  
City Hall  
Atlanta, Georgia

Executive Committee  
→ T.H.

September 15, 1966

MEMORANDUM RE: FIREMEN'S STRIKE

To get the facts on the firemen's situation (because many of us are receiving letters, and it's a matter of public interest), I called Earl Landers, assistant to Ivan Allen, and talked with him by phone yesterday. Briefly the story is as follows:

The City at the first of this year employed the Public Administrative Society (an independent Chicago organization which makes surveys of municipalities and specializes in personnel, positions, salaries, and so on) to make a survey of the Atlanta City government, its personnel, wage scales, etc., and to bring in a complete report in September of this year.

Second fact: For many years the firemen in Atlanta have been members of the International Firefighters Association, a branch of the AF of L.

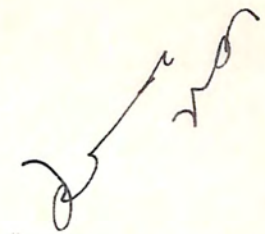
In the early spring of this year (about April) the members of the Firefighters Association came to the Mayor's office and asked for an increase in salary. At the time, the budget for 1966 had been adopted and the City was advised that they could neither legally nor financially grant any overall wage increase during the year 1966; but they promised to grant an increase in 1967 based on the recommendations of the Public Administrative Society.

Many of the younger firemen were unhappy with this decision and left the union. Spurred on by the Teamsters, they formed an independent union called the Atlanta Firefighters Union Independent. This is still called an independent, but the Teamsters are behind the scene.

In June of this year they walked out, but approximately 200 senior firemen remained with their own union affiliation and would not leave. The City holds a contract with the AF of L, and this contract contains a "no strike" clause.

When the firemen walked out, they were immediately enjoined to return to their jobs, but the City and the union agreed to arbitration, and accepted Dr. Ed Harrison, President of Tech, as arbitrator. Their request had been for a decrease in working hours (they had been working 60 hours a week) and an increase in salary. Dr. Harrison's recommendation was either a 7.2% increase in salary or the equivalent reduction in the work-week, which would be a reduction from a 60 to a 56-hour work-week.

The union refused to accept the recommendation of the arbitrator, demanding a 10% increase effective September 1, plus whatever P.A.S. recommended beginning January 1.



September 22, 1966

Mrs. Jackie Berry  
Executive Secretary  
Mutual Insurance Agents  
378 Kenilworth Circle  
Stone Mountain, Georgia 30083

Dear Mrs. Berry:

This will acknowledge receipt of the Resolution adopted by the Georgia Association of Mutual Insurance Agents concerning fire protection for the City of Atlanta.

May I assure you that the City is receiving adequate protection and we are most grateful for your support.

Sincerely yours,

Ivan Allen, Jr.  
Mayor

IAJr/br

# Mutual Insurance Agents



GEORGIA ASSOCIATION

Phone: 469-8074  
378 Kenilworth Circle  
STONE MOUNTAIN, GA. 30083

September 20, 1966

Hon. Ivan Allen, Mayor,  
City of Atlanta,  
Atlanta, Ga.

Dear Mayor Allen:

Enclosed is a resolution which was adopted at the 29th Annual Business Meeting of the Georgia Association of Mutual Insurance Agents, concerning the firemen's strike.

Sincerely,

Mrs. Jackie Berry  
Executive Secretary

# Mutual Insurance Agents



INDEPENDENT MUTUAL  
INSURANCE AGENT

GEORGIA ASSOCIATION

Phone: 469-8074  
378 Kenilworth Circle  
STONE MOUNTAIN, GA. 30083

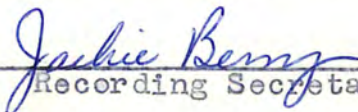
GEORGIA

FULTON COUNTY

## RESOLUTION

WHEREAS, the Georgia Association of Mutual Insurance Agents recognizes the seriousness of the lack of proper fire protection in the City of Atlanta, this Association goes on record as urging the parties concerned to take whatever action is necessary to promptly restore fire protection services to properly protect lives and property in this City.

This resolution adopted at the 29th Annual Business Meeting of this Association, September 16, 1966.

  
Recording Secretary

September 14, 1966

Mr. P. W. Brandon  
Regional Office and Warehouse Manager  
S. C. Johnson and Son, Inc.  
P. O. Box 10738  
Atlanta, Georgia 30310

Dear Mr. Brandon:

Mayor Allen has requested me to acknowledge your letter of September 7, 1966.

You are no doubt aware that the Atlanta firemen were told repeatedly that the City could neither legally nor financially grant their request during 1966. They were assured by resolution of the Board of Aldermen that they would receive both a salary increase and a reduction in work hours on January 1, 1967. This they chose to ignore.

City officials including the Personnel Director, the Chief of the Fire Department, the Mayor and the entire Board of Aldermen feel that the position taken by the City regarding the striking firemen is in the best interest of all of our citizens.

It is our understanding from Chief C. H. Hildebrand that the Southeastern Board of Fire Underwriters together with representatives of individual insurance companies have conferred with the Chief regarding the fire protection being rendered, and there has been no indication on the part of anyone that

Mr. P. W. Brandon  
September 13, 1966

Page Two

there will be an increase in fire insurance rates. If you have any information to the contrary, I am sure that Chief Hildebrand would appreciate being advised of it.

Please be assured that City officials will continue to seek a reasonable solution to the problem.

Very truly yours,

R. Earl Landers  
Administrative Assistant

REL:lp

CC: Chief C. H. Hildebrand



S. C. JOHNSON & SON, INC. RACINE, WISCONSIN, U.S.A.

ATLANTA OFFICE, 979 DONNELLY AVENUE, S.W., P.O. BOX 10738, ATLANTA, GEORGIA 30310 AREA CODE 404 PL3-9751



September 7, 1966

The Honorable Ivan Allen, Jr.  
Mayor of Atlanta  
City Hall  
Atlanta, Georgia

My Dear Mayor Allen:

I am quite alarmed and disturbed over the strike by the Atlanta Firemen. This is to register my complaint that I am not happy with the present fire protection and I am also disgusted that my fire insurance will probably go up.

In carefully reading all newspaper reports, editorials, and watching the TV reports, I am in agreement that I do not approve of the strike, and I do feel the firemen are using poor judgment.

However, I must state that I feel that the city officials, including yourself, have been a little stubborn in the matter. My question is why you would not agree to letting the court rule on whether funds could be given now. If the court had ruled that the city position was correct, I believe the firemen would remain content until January 1st.

Why can't you negotiate further on this point? Do not jeopardize our safety, property, and insurance rates, even though it is disgusting to both of us that they walked out.

I think my criticism is equal to both sides, but at this point, you are the one that will not talk to the firemen. I do not want to be in this dangerous position for one year or more. Please!

Sincerely yours,

A handwritten signature in blue ink that reads 'P. W. Brandon'.

P. W. Brandon  
Regional Office & Warehouse Manager

PWB/bl

September 9, 1966

Mr. Lawson A. Sewell  
President, Local 3204  
Communications Workers of America  
Henry Grady Building  
Atlanta, Georgia

Dear Mr. Sewell:

I am in receipt of your resolution from Local 3204. Knowing of the high standing of your organization, I am sure you will want to correct the mis-statement in the fifth paragraph of your resolution.

I am enclosing a copy of the Harrison Report, which did not recommend immediate increase in wages or a reduction of hours. To the contrary, the recommendation says January 1, 1967.

The Harrison report was turned down unequivocally by the independent union without any discussions with the city.

Sincerely,

Ivan Allen, Jr.  
Mayor

IAJr:am  
Enclosure

Do not  
reply

Tues 9/20/66

Mr. Mayor,

I am but a Senior in College but my wife is the daughter of a striking fire department Sergeant. I may be just ignorant to the situation or perhaps sound prejudice but don't you and I both know that something could be done to the situation? I understand that there was a sum of \$300,000 that belonged to the fire department that was used on your new city auditorium. I know you were able to talk the city of Atlanta into building the stadium at a cost of \$18 million. Now don't you think you could bear a little loss of pride and help these men out.

I am a ministerial student at Shorter College and my father in law <sup>was</sup> ~~is~~ one of the best firemen that was on the force. I think that the best characteristic of him was that he was a Christian. Now I may be wrong but I think you could do something for men like these that do love their jobs and you know it. They are dedicated to their duty and you know that even though you do say the things you do about

them. We both know also that you have not given in only because you don't want to be won over. I would say you must not know what Christianity means or you would help these men. I believe you put your mighty position before our God. I have always been told that politics are dirty. Let's not you and I make it so. I believe you know what I mean.

Sure, you say that these men are neglecting their duty to the people of Atlanta. Don't you think Atlanta and you are neglecting to your duty to these men? These men risk their lives for you and your family each day; as a Christian would you not say that they need more consideration. Their families do not know if they will see their men again or not, this to me demands consideration.

I believe with all my heart that you are just enjoying all the publicity you can get for the glory of yourself and not of the Almighty God. All businesses should be run for God first then for the good of the people. Would you not agree?

I realize that you may never look at

this letter and even if you do you may say  
my voice or what I have to say does not have  
any place in what is done for our city. I have  
always felt that as Abe Lincoln said the  
gov't is of, by, and for the people. But  
I believe that you have shown that your  
gov't is of, by and for Mayor Allen and  
his glory seat. I hope this may not be  
the case but if it is I hope it changes.

I prayerfully thank you for your time  
and want you to know I am praying for  
you. I hope you to will pray for the  
situation.

A Concerned citizen,  
Richard A. Lee

Box 260

Shorter College

Rome, Georgia 30161

The firemen came before a meeting of the Fire Committee under the chairmanship of Alderman Milton Farris. The Committee agreed to more than was recommended by the arbitrator. They agreed to grant a 2-step 8.8% wage increase effective January 1 (the first legal date; as Dr. Ed Harrison, as arbitrator, had double-checked the legality and had gotten a written opinion from the City Attorney and other legal counsel). In addition, the City agreed to begin employing, in October, 72 additional men so that they would be trained and, effective January 1, they would cut the work-week from 60 to 56 hours. It would require 72 additional men to fully man the stations and reduce the hourly work-week to this extent.

From the standpoint of the overall cost to the City, the new men reflected an equivalent of 7.2% increase in wages. This, added to the 8.8% offered, meant a 16% increase to the City.

The firemen left the meeting without comment and walked off the job the next day. The City had anticipated this, had drawn the necessary injunctions, and had secured a legal injunction that evening preventing the firemen from leaving their jobs. This injunction was publicized and made effective, but the men refused to return to work.

A meeting was held with the Mayor, City Attorney, and the chief of the Firefighters. Chief Hildebrand was authorized and did issue direct orders to each of the men to return to work under the authority of the injunction, and further gave direct orders that if they did not they would be either fired or suspended, depending upon their status under Civil Service rights.

(3)

After this action was taken, the Mayor received a personal letter from Archbishop Hallinan, apparently instigated at the request of the Firefighters. He suggested that the Mayor appoint Judge Sam McKenzie to review the legal opinions involved in the granting of wage increases during the year 1966. The Mayor declined to accept this suggestion, because they had already taken the steps of supporting Chief Hildebrand in the notification of each member of the Fire Department ordering them back to work with the alternative of suspension. Secondly, if the opinion of the City Attorney and other counsel had been overturned by Judge McKenzie, they were not able to financially meet the demands of the union. They felt the only course open to them was the one taken of firing those who refused to work and replacing them with recruits.

I thought you would want to have these facts as presented by the City.

R.H.

The Atlanta Firefighters Union Independent will and are ready at anytime to start negotiations with the Mayor of the City of Atlanta. We have always been ready. The Atlanta Firefighters have agreed to accept Dr. Erwin D. Harrison's report. This we tried to do before Friday, September 2.

Dr. Harrison, President, Georgia Institute of Technology, in his mediator's report, gave the Union the option of a shorter work-hour week or an increase in pay. The report was made public. I will read in part from Dr. Harrison's report:

Option I: Reduce average work week from present 60 hours to one of 56 hours, which permits a three-platoon operation. This is a fairly common arrangement around the country. This reduction in hours would be made without any change in total compensation so that hourly rate would be effectively increased from the present figure by an amount slightly above 7%. It should be emphasized that under this Option the total pay would not be increased (aside again from any future pay increase granted to all City employees).

Option II: Maintain the present average work week of 60 hours and to grant the presently employed firemen the fruits of the increase in the total wage bill which would have resulted from the necessary employment of additional firemen if Option I were selected. This increase would amount to 7.14% to be granted on an "across the board" basis. The Atlanta Firefighters chose Option II, that the increase in pay start September 1 or be retroactive from January 2, 1967 to September 1.

We were and are ready to accept the recommendations of Paul J. Hallinan, Archbishop of the City of Atlanta, that the question of legality be left in the hands of a Superior Court Judge to act as arbitrator, and his findings be binding on both parties.

The Mayor has refused to sit down with our Union at anytime since August 31, and has refused any offer to end this dispute by anyone. There are many important people who have tried in the interest of public safety. We ask why has he refused.



DR. CHARLES EBERHART  
DR. J. W. MORGAN  
SUITE 578 - C  
490 PEACHTREE STREET, N. E.  
ATLANTA, GEORGIA 30308  
TELEPHONE 525-5567

*Do not  
reply*

September 17, 1966

Ivan Allen, Jr., Mayor  
City of Atlanta  
City Hall  
Atlanta, Georgia

Dear Mayor Allen:

The members of this office and myself want to commend you for the wonderful leadership shown during the recent mob violence activities in Atlanta. That positive non-violent reaction stops them in their tracks and we hope you can continue to be successful with this technique.

Prior to the recent disturbance I had written you a letter concerning the fireman's walkout, which should be a cause for concern for all citizens. It sickens me to see the federal government drain off off our tax money and waste it on poverty programs and other senseless activity while our public servants, firemen, school teachers, policemen and municipal employees remain underpaid. One cannot expect talented, responsible people to work for low income. I favor increasing local taxes so that this money does not reach the federal government who spends it so irresponsibly.

If this trend is not corrected, I fear it will give the federal government excuse to interfere with all activities down to the community level. We of the medical profession are beginning to feel the liberty chilling influence of the federal bureaucracy since insection of medicare since July 1, 1966.

Sincerely,

*Charles Eberhart*

Charles Eberhart, M.D.

CE:ak

File  
Fire Strike

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# Communications

LOCAL 3204



## Workers of America

522-8171  
807 HENRY GRADY BUILDING  
26 CAIN STREET, N. W.  
ATLANTA, GEORGIA 30303



September 22, 1966

Honorable Ivan Allen, Jr.  
Mayor  
City of Atlanta  
City Hall  
Atlanta, Georgia 30303

Dear Sir:

Thank you for your letter of September 9, 1966 and the Meadiator's Report of The Atlanta Firefighters Union, Ind., and The City of Atlanta. You state that paragraph 5 of the Resolution contains a misstatement that I might like to correct. Does paragraph 5 contains a misstatement? Doesn't Dr. Harrison on page 3 of the Meadiator's Report lead all of us to believe that had it not been for the legal opinion he would have suggested an immediate increase in wages or a reduction in hours?

Doesn't Dr. Harrison bring this out clearly in the second paragraph, page 3, when he states "On the other hand, I recognize that the legal opinion, though provided by a most distinguished and competent Atlanta firm has no legal standing."?

I believe Dr. Harrison, had it not been for the legal advice and, "along with the rather narrow restrictions placed on him by the resolution" would have recommended, and did believe, that an immediate increase in wages or a reduction in hours was right and proper.

It is my belief and the belief of those interested in the resolution passed by this Local Union that you and the Board of Alderman are attempting to hide behind a technicality of the Charter in an effort to destroy organized labor insofar as the City of Atlanta is concerned.

Honorable Ivan Allen, Jr.  
September 22, 1966

I believe you and any other right thinking citizen of this area realizes that when everyone admits that the employees of this city are underpaid, that you must be fighting something altogether different than a mere violation of the Charter.

Sooner or later the citizens of Atlanta will awaken to the fact that two or three firemen in a firehouse is not adequate fire protection. Sooner or later these same citizens will realize that the experience of more than 400 firemen can not be replaced by January 1. This will be realized sooner than expected when the insurance rates for the City of Atlanta are hiked due to this inexperience and inadequate coverage.

Since you had a suggestion that I correct the misstatement of the resolution of this Local let me give you this advice, give the firemen a raise and get them back on the job! A great Mayor of a great city can find a way and the means without violating a Charter.

Sincerely,



LAWSON A. SEWELL, President  
Local 3204, C. W. A.

LAS: fha

STATEMENT BY CHIEF C. H. HILDEBRAND  
ATLANTA FIRE DEPARTMENT  
Friday, September 16, 1966  
For Release 11:00 A. M.

The City of Atlanta has in operation this morning 25 fully  
manned Fire Stations.

The total personnel in the department has now risen to  
357 -- 313 of these employees performing actual firefighting  
duties.

Sixty-seven new recruits have been assigned to stations  
for in-service training and duty under the leadership of  
experienced Firemen and Fire Officers.

We are able to maintain an on-duty shift strength average  
of 175 firefighting personnel because of extended work hours  
of those Firemen who have remained on the job.

Our attempts to recruit new men to rebuild the Fire  
Department have been extremely successful. Since Labor  
Day the City Personnel Department has examined 327 applicants.

Page Two

140 of these have passed the written examination and are being processed for in-service training and firefighting duties immediately.

The Personnel Department is making plans to conduct a recruiting campaign throughout the Southeast and through the employment of new personnel and the extended work hours of our experienced personnel, we should be able to place the remaining unmanned stations in operation within a <sup>reasonable</sup> ~~very short~~ period of time.

The Personnel Office at 260 Central Avenue, S. W. is remaining open until 7:30 p. m. Monday through Friday and until noon on Saturdays to receive and process firefighters applications.

I am requesting all the citizens of Atlanta to practice good fire prevention measures in their homes, businesses, churches and schools. A check-off list is being released to the news media for self-inspection of your premises which, if conscientiously adhered to, can prevent fires and preserve property.

## TO ALL ATLANTA CITIZENS

The Fire Department of Atlanta - your Fire Department - is making every effort to give the citizens of Atlanta the best fire protection possible, but we do need your help.

The prevention of fires while always important is particularly important during this period while new personnel are being trained.

What can you do to help? You can do many things.

### FIRES ARE NOT ACCIDENTS

You can cause or prevent fires!

Use the check lists below and good old American common sense and you may save your JOB--PROPERTY--OR EVEN YOUR LIFE-----

#### YOUR HOME

Is all rubbish cleaned out of basements, closets, attic, garage, and yard?

Are there any unsafe electrical extension or appliance cords?

Are your fuses the right size?

Is your heating and cooking equipment safe?

Is gasoline for power mower safely stored?

#### YOUR BUSINESS

Is smoking adequately controlled?

Is wiring and electrical equipment safe?

Is trash and refuse removed daily to a safe place?

Has your heating system been checked by a qualified person to see that it is safe?

Is guard, caretaker or watchman properly instructed and service adequate?

Is cooking equipment including hoods and ducts kept clean?

Is packing material safely kept?

Are lift trucks refueled only in safe locations?

Is the yard and premises kept free of leaves, scrap lumber and debris?

Are paints, flammable liquids and oily rags handled and stored safely?

#### YOUR CHURCHES AND SCHOOLS

Are your schools adequately protected against unauthorized entry?

Is the heating equipment checked annually by a qualified firm or employee?

Is the electrical wiring safe?

Is rubbish collected and disposed of in a safe manner so as to not endanger the occupants or structure?

If cooking equipment is provided, is your hood, duct, and stove cleaned frequently?

#### EVERYBODY

Many fires start shortly after you leave your home or close your business.

Does someone check for hazards every day at closing time or just before leaving your home?

Is your wiring safe and are defective extension cords replaced?

Do you make it a practice to not allow unauthorized burning of refuse?

Is trespass guarded against?

Is all fire protection equipment in working order?

Are you careful with smoking and matches?

NEVER, NEVER SMOKE IN BED

# ATLANTA FIREFIGHTERS UNION, INC.

J. I. MARTIN  
PRESIDENT  
L. G. STYRON  
VICE PRESIDENT

ROBERT L. MITCHELL  
BUSINESS AGENT



701 WILLIAM-OLIVER BUILDING  
ATLANTA, GEORGIA 30303

R. J. CAUM  
SECRETARY  
J. F. BENNETT  
TREASURER

September, 1966

TO WHOM IT MAY CONCERN:

The City of Atlanta refused to accept the recommendations of mediator, Tech President, Edwin Harrison, and will not talk to firemen. President Harrison heard from both sides, investigated the problem and came up with these major recommendations:

Increase the firemen's pay about 7% (this would cost the City \$400,000)

OR

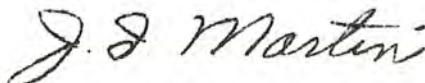
Reduce their work week from 60 to 56 hours a week (This would cost the City \$400,000) effective January 1, 1967.

The mediator said the firemen should be given the choice of either the increase in pay or the reduction in hours. Firemen accepted the increase in pay.

The reduction in our original proposal to 48 hours would be worthwhile.

The 7.14% increase in pay to be in addition to any FUTURE General pay raises which all City employees may receive.

The enclosed resolution, when approved by the Mayor and Aldermatic Board, will return fire protection to you and the City of Atlanta.



Jack I. Martin,  
President  
A.F.F.U.I.



G E O R G I A

FULTON COUNTY

RESOLUTION

WHEREAS, The City of Atlanta has been unable to resolve its dispute with the 600 members of the Atlanta Firefighters Union Independent over wages, hours and working conditions, and

WHEREAS, the federal laws pertaining to mediation and conciliation are not applicable to such a dispute, and

WHEREAS, since said dispute has not been resolved some 600 firemen stopped work on September 2, 1966 and refused to continue to work under their existing wages, hours and working conditions, and

WHEREAS, the failure to resolve this dispute between the parties has resulted in a continuing work stoppage which endangers the life, limb and property of every resident of this City.

NOW, THEREFORE, BE IT RESOLVED that this body go on record as urging and suggesting both the City of Atlanta and the Atlanta Firefighters Union Independent to settle this dispute based on the impartial mediation report of Dr. Edwin Harrison, President of Georgia Tech University, and with certain other guarantees to the members of the Atlanta Firefighters Union, which are:

1. The firemen having elected to exercise Option II of the Harrison report which grants them a 7.14 percent increase in salary, the Harrison increase to be in addition to any other increases received by other City employees on January 1, 1967.

2. As suggested by the Harrison report, the legality of an immediate increase to the firemen be either arbitrated or adjudicated in a court of competent jurisdiction. If the legal point be resolved against the City, then the firemen to receive the 7.14 increase recommended by Dr. Harrison retroactive to September 1, 1966.

3. That an impartial grievance and promotional committee be forthwith negotiated between these parties.

4. That all firemen who are participating in the present work stoppage be forthwith reinstated with full seniority and all other employee benefits.

5. That all firemen be reinstated without recriminations or discrimination of any kind or any disciplinary action. The City to agree not to favor a striking fireman over a non-striking fireman on account of such fireman's union activity or lack of it in promotions or any other employer-employee relations.

6. In order to avoid future misunderstandings by these parties, the foregoing should be in contract form, by way of written resolution, letter of intent or written agreement binding on both parties.

FJT

Mayor's Office, City Hall

Mr. R. C. Cook, President Local 528  
801 P EST Aug 24 66 AA755  
A LLC370 PD FAX Atlanta Ga 24 730P EST

I AM MOST GRATEFUL FOR YOUR WIRE AND WISH TO  
ASSURE YOU THAT YOUR SUPPORT OF OUR EFFORTS ON  
BEHALF OF THE FIREMEN IS DEEPLY APPRECIATED.

IVAN ALLEN, JR.  
MAYOR

FJT

Mayor's Office, City Hall

Mr. Roy Cheurich International Vice President  
Amalgamated Meat Cutters and Butcher Workmen of North  
America

450P EST Aug 24 66 AF381

A LLH165 RX PD 9EXTRA Atlanta Ga 24 415P EST

I AM MOST GRATEFUL FOR YOUR WIRE AND WISH TO  
ASSURE YOU THAT YOUR SUPPORT OF OUR EFFORTS ON  
BEHALF OF THE FIREMEN IS DEEPLY APPRECIATED.

IVAN ALLEN, JR.  
MAYOR

FJT

Mayor's Office, City Hall

Mr. T. Scott Walters Pres Atlanta Dis Lodge 46 IAM  
and AW AFLCIO (05).

408P EST Aug 24 66 AC338

A LLC282 PD 5 Extra Atlanta Ga 24 440P EST

I AM MOST GRATEFUL FOR YOUR WIRE AND WISH TO  
ASSURE YOU THAT YOUR SUPPORT OF OUR EFFORTS ON  
BEHALF OF THE FIREMEN IS DEEPLY APPRECIATED.

IVAN ALLEN, JR.

MAYOR

FJT

Mayor's Office, City Hall

Mr. O. D. Shepard, President Local 365 Amalgamated  
Clothing Workers of America. . .836A EST Aug 25 66 AB264  
A LLR20 PO 3 Extra Atlanta Ga 25 826A Est

I AM MOST GRATEFUL FOR YOUR WIRE AND WISH TO  
ASSURE YOU THAT YOUR SUPPORT OF OUR EFFORTS ON  
BEHALF OF THE FIREMEN IS DEEPLY APPRECIATED.

IVAN ALLEN, JR.  
MAYOR

FJT

Mayor's Office, City Hall

Mr. Wm. N. Jenkins Secretary Treasurer Retail Clerks  
Union Local 1063  
459P EST Aug 24 66 AE388  
A LLR247 PD 2 Extra Atlanta Ga 24 408P EST

I AM MOST GRATEFUL FOR YOUR WIRE AND WISH TO  
ASSURE YOU THAT YOUR SUPPORT OF OUR EFFORTS ON  
BEHALF OF THE FIREMEN IS DEEPLY APPRECIATED.

IVAN ALLEN, JR.  
MAYOR

September 9, 1966

Mr. Lawson A. Sewell  
President, Local 3204  
Communications Workers of America  
Henry Grady Building  
Atlanta, Georgia

Dear Mr. Sewell:

I am in receipt of your resolution from Local 3204. Knowing of the high standing of your organization, I am sure you will want to correct the mis-statement in the fifth paragraph of your resolution.

I am enclosing a copy of the Harrison Report, which did not recommend immediate increase in wages or a reduction of hours. To the contrary, the recommendation says January 1, 1967.

The Harrison report was turned down unequivocally by the independent union without any discussions with the city.

Sincerely,

Ivan Allen, Jr.  
Mayor

IAJr:am  
Enclosure



RESOLUTION

Atlanta Local 3204 Communications Workers of America in the general membership meeting September 6, 1966 unanimously states the following:

WHEREAS: The Atlanta, Georgia Firemen are underpaid and work sixty (60) hours per week and;

WHEREAS: For an untold number of months these Firemen and the AFL-CIO Local to which they belonged negotiated fruitlessly with Mayor Ivan Allen and the Board of Firemasters and;

WHEREAS: These Atlanta Firemen formed an independent Union to correct these unreasonable working conditions and;

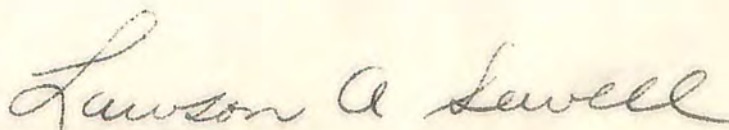
WHEREAS: The dispute was submitted by both parties to Dr. Edwin Harrison, President of Georgia Institute of Technology and;

WHEREAS: The recommendations of Dr. Harrison were turned down by Mayor Allen and the Board of Firemasters; those recommendations being, an immediate increase in wages or a reduction in hours and;

WHEREAS: Local 3204 CWA considers the City's action and that by the Board of Firemasters as unreasonable and in utter disregard of the well-being of Atlanta Fireman and their families;

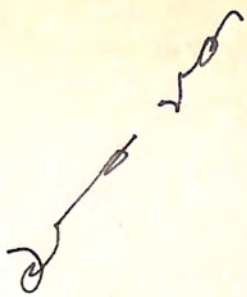
THEREFORE BE IT RESOLVED that; Local 3204 Communications Workers of America advises all people that it supports the Atlanta Fire Fighters Union Independent in its demand for reasonable pay and in its strike against the City of Atlanta.

BE IT FURTHER RESOLVED that; this resolution be mailed to all city officials; Georgia Congressmen; Senators; George Meany, AFL-CIO President; J. A. Beirne, President of CWA; and Captain J. I. Martin, President of Atlanta Fire Fighters Union Independent.



LAWSON A. SEWELL, President  
Local 3204, C. W. A.





June 10, 1966

Mr. George E. Gill  
District Director  
Communications Workers of America  
40 Pryor Street, S. W.  
Atlanta, Georgia

Dear Mr. Gill:

I appreciate your thoughtfulness in writing me during the trying circumstances involved in our recent firemen's problems. I am a great champion of organized labor and the right of collective bargaining. I have publicly stated this on many occasions, and carried out my beliefs in every possible instance.

My whole background and training has been a development of the principle that the welfare of the public as a whole cannot be put in jeopardy under any circumstances. In my opinion, the protective services of a city must accept their responsibility. This responsibility cannot except the right to put the public in jeopardy.

I can assure you that I am fair and reasonable.

Sincerely,

Ivan Allen, Jr.  
Mayor

IAJr:am

# Communications

OFFICE OF THE DIRECTOR  
DISTRICT 3



## Workers of America

FLORIDA  
GEORGIA  
SOUTH CAROLINA

KENTUCKY  
TENNESSEE  
NORTH CAROLINA

ALABAMA  
LOUISIANA  
MISSISSIPPI

40 PRYOR STREET, S. W.  
ATLANTA, GEORGIA 30303



June 9, 1966

The Honorable Ivan Allen, Jr.  
Mayor of Atlanta  
Georgia

My dear Mayor Allen:

I have been following with great interest the news stories about the crisis in the Fire Department. I have the greatest respect for the firemen and other public servants of our great city and strong sympathy for the needs of the firemen, especially. I have admired you, too, Mr. Mayor for your demonstrated capacity to lead Atlanta forward and as a citizen feel honor bound to support you as you exercise the power of your office in meeting the responsibilities of your leadership.

What the papers say about your position with the firemen, however, I find almost unbelievable and certainly unsupportable. These firemen have left jobs which they have found to be intolerable. Based on present day standards of pay and working hours, I fully agree with them that their conditions are appalling. I think you would, too, if you had to be a fireman for a few days. Now comes our honorable Mayor and a judge who doesn't even bother to hear both sides and says to these men, "You will be forced under penalty of prison to work for us." Not for me, Mr. Mayor, nor for any other thoughtful, freedom-loving citizen of this city. I repudiate the very thought.

I am a property owner and a long time citizen of Atlanta and I would rather see the whole city burned to the ground than to force one single citizen into involuntary servitude for my convenience. Think, Mr. Mayor! You are proposing to make slaves of these men. They are free citizens, Mr. Mayor, not subject under any circumstances to work against their wishes for any man.

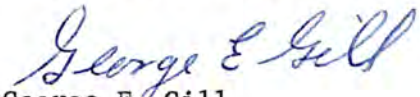
I don't know the details of your negotiations with these men. I know from my own experience in collective bargaining that it is almost impossible to get the full flavor of a labor dispute into the public prints. I recognize that men pushed beyond endurance can sometimes be exasperating. But it appears, Mr. Mayor, that you would not even meet with these men until after their frustration had driven them from their jobs and then only to threaten them with slavery. May I respectfully suggest that a more moderate, conciliatory and sympathetic approach on your part could have prevented this crisis and

The Honorable Ivan Allen, Jr.  
June 9, 1966  
Page Two.

could still cure it. These men obviously have a real grievance against the city -- that means me, as a citizen and you, Mr. Mayor, as my spokesman and representative. No self-respecting man so situated could react any way except with resentment and rebellion to the insulting repudiation of their long-standing efforts to achieve some relief.

As a full and complete solution to this problem, Mr. Mayor, I commend to you and the Board of Aldermen the full and complete implementation of the Golden Rule. Slavery and the bull whip may seem desirable to you at the moment but it is not an acceptable policy in America, even under the most pressing provocation.

Very truly yours,

  
George E. Gill  
District Director

GEG/mfw

June 10, 1966

Mr. R. J. Butler, Secretary  
Atlanta Georgia Labor Council, AFL-CIO  
250 Tenth Street, N. E.  
Atlanta, Georgia

Dear Mr. Butler:

Thank you for your letter of June 9th, and I join with you in expressing appreciation to Firefighters local union #134 and to the loyalty of their men who maintained fire service for the people of Atlanta.

I have repeatedly recognized the International Association of Firefighters Local # 134 in the news media, and will continue to express appreciation to them.

Sometimes we don't get everything we want in the newspapers, but we can keep on trying.

With grateful acknowledgement, I am

Sincerely,

Ivan Allen, Jr.  
Mayor

IAJr:am

AFFILIATED WITH  
AMERICAN FEDERATION OF LABOR-  
CONGRESS OF INDUSTRIAL  
ORGANIZATIONS  
AND  
GEORGIA STATE AFL-CIO

# ATLANTA GEORGIA LABOR COUNCIL AFL-CIO

J. O. (JIM) MOORE, PRESIDENT  
R. J. BUTLER, SECRETARY

MEETS  
SECOND AND FOURTH WEDNESDAYS  
LABOR TEMPLE  
250 TENTH STREET, N. E.  
876-3096



## VICE-PRESIDENTS

HARRY BEXLEY  
G. B. CADELLE  
MELVIN GRANTHAM  
HERB GREEN  
LUCILLE GUTHAS

W. W. HALEY  
W. W. HUDSON  
F. H. KING  
FRANK LESLEY  
STEVE C. MCGARITY

JOHN B. NIX  
ROY NORTON  
R. B. RANDALL  
C. L. SNEED  
J. C. WHITLEY

## TRUSTEES

J. A. BROOKS  
CHAIRMAN

J. L. COOPER  
RUBY JOHNSON



250 TENTH STREET, N. E.  
ATLANTA, GA. 30309

## FINANCIAL SECRETARY-TREASURER

MARTHA TRUE

SERGEANT-AT-ARMS  
FRANK C. GULLATTE

## COUNSEL

W. E. BUCKNER  
HARRY BEXLEY

## FINANCE COMMITTEE

GRACE ALVAREZ  
OMA BARTON  
BEATRICE HENDERSON

June 9, 1966

Honorable Ivan Allen, Jr.  
Mayor  
City of Atlanta  
City Hall  
Atlanta, Georgia 30303

Dear Mayor Allen:

The Atlanta Georgia Labor Council, AFL-CIO, at regular meeting on June 8, 1966, went on record to reaffirm our position in support of the International Association of Fire Fighters Local No. 134, and as a voice of Organized Labor in greater Atlanta, to make our position clear. The Fire Fighters Local No. 134, is the only organization recognized by the Atlanta Labor Council, AFL-CIO, representing Firemen in the City of Atlanta. The so-called independent union has no affiliation with the Atlanta Labor Council, AFL-CIO or any other segment of the AFL-CIO.

We are in complete sympathy, and support the resolutions submitted by the International Fire Fighters Local Union No. 134, to the City of Atlanta Aldermanic Board, requesting better working conditions and more pay for the Atlanta Firemen, however, we wish to make clear that we will not condone this rash, irresponsible action of this so-called independent union.

The officials of the City of Atlanta are not without some blame for this emergency. Had they been sincerely interested in the problems of the Firemen, which were presented to them several months ago, they would have taken some positive action and made some concrete proposal to remedy some of these problems, however, they only saw fit to use the oldest "dodge", a politician has at his disposal, "I'll give it due consideration".

June 9, 1966

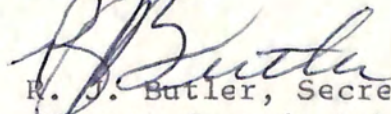
The Honorable Ivan Allen, Jr.

We are a loss to understand why you have not seen fit to recognize, through the news media, the fact that the International Association of Fire Fighters Local No. 134, has been representing the Firemen of the City of Atlanta for about forty years and during this period of emergency, the faithful members of Local No. 134 are working around the clock to man the fire stations in our city, with the prime consideration being the protection of the property of the citizens of Atlanta.

The Atlanta Georgia Labor Council, AFL-CIO is available at any time to assist in any way you may deem necessary in this matter.

With best wishes and kindest personal regards, I am

Sincerely,

  
R. J. Butler, Secretary  
Atlanta Georgia Labor  
Council, AFL-CIO

RJB/fw  
opeiu 21 afl cio

STATEMENT BY:

James O. Moore, President  
Atlanta, Georgia Labor Council, AFL-CIO  
June 9, 1966

The early part of this year, the Atlanta, Georgia Labor Council, AFL-CIO went on record of supporting the Firefighters Local Union # 134, AFL-CIO in their request to city officials in seeking a 56 hour work week and time and a half-time for overtime. The local union did receive the time and a half-time for overtime, but did not receive the shorter work week. We did, and still think that the firemen are deserving of this relief, and believe that the city could have found a remedy for this situation. However, this did not happen, but was promised that it would be given first consideration for the year 1967. During the past several years, the city has consistently recognized the AFL-CIO, and has always shown good faith.

The Firefighters Local Union #134 chose to abide by this decision. This is what brought about the split in the firefighters union.

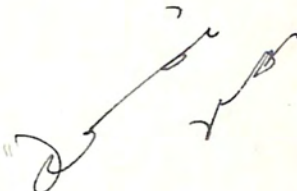
We want to make it clear that the 98 other local unions affiliated with the Atlanta, Georgia Labor Council, AFL-CIO do not subscribe nor condone the action of the so-called "Firefighters Independent Union".

We also commend the membership of the Firefighters Local Union #134 for not only remaining on their jobs, but during off hours, remaining on duty to see that the fire stations were properly staffed to protect the lives and property of the citizens of Atlanta. . . of which, our membership composed of 40,000 members, is also a vital part of our great city.

I further state that on Tuesday night, June 7th, Firefighters Local Union 134, AFL-CIO dispensed with their regularly scheduled meeting to



report to their respective fire stations, being firmly convinced that this was more important than holding a local union meeting at that particular time.



September 12, 1966

Mr. Fred Burrell  
Fulton County Court House  
Atlanta, Georgia

Dear Mr. Burrell:

I am most grateful for your assisting  
Dr. Harrison during the recent hearings  
for the Fire Department when you  
transcribed the proceedings.

May I officially express our appreciation  
for this fine service.

Sincerely yours,

Ivan Allen, Jr.  
Mayor

IAJr/br

September 9, 1966

Mr. Claude A. Petty  
Vice President & General Manager  
Atlanta Merchandise Mart  
Atlanta, Georgia

Dear Mr. Petty:

On behalf of the City of Atlanta I would like to express grateful appreciation for your having arranged the meeting room in which the hearings were held by Dr. Edwin Harrison. He told me of your generosity, particularly of the added assistance you rendered him.

We are most grateful for your contribution to the city.

Sincerely yours,

Ivan Allen, Jr.  
Mayor

IAJr/br

GEORGIA INSTITUTE OF TECHNOLOGY

ATLANTA, GEORGIA 30332

OFFICE OF THE PRESIDENT

September 8, 1966

The Honorable Ivan Allen, Jr.  
Mayor of Atlanta  
City Hall  
Atlanta, Georgia 30303

Dear Ivan:

Thank you for your kind words in behalf of my efforts to serve as mediator between the firemen and the City. I was pleased to have an opportunity to what I hoped might repay the City in part for its many contributions to Tech, and you for your friendship and service to the institution and the Alumni Association.

There are no fees or expenses involved. Mr. Claude A. Petty, Vice President and General Manager of the Atlanta Merchandise Mart, made arrangements for the meeting room in which the hearing was held and provided coffee and coca colas. He also made available guides and extra service assistants in setting up and removing the tables and public address systems, one of which he furnished without cost.

The stenographer who took down and transcribed the entire hearing was Mr. Fred Burrell, who did an excellent job. I believe that a note of thanks to Mr. Petty and possibly to Mr. Burrell is all that would be required.

One requirement as expressed in the Aldermanic Board's resolution was that copies of my report were to be made available to the City and to the firemen. I did not furnish the several hundred copies that would have been required for complete distribution and you might perhaps consider having it done by the Mayor's office.

My most sincere thanks to you for your very kind words.

Sincerely yours,



Edwin D. Harrison  
President

EDH:jg

*Handwritten initials or signature*

September 9, 1966

Mr. Mack A. Moore  
670 Edgewater Trail, N. W.  
Atlanta, Georgia

Dear Mr. Moore:

This will acknowledge receipt of your letter making several suggestions regarding the Atlanta Fire Department.

I appreciate your taking the time to write me.

Sincerely yours,

Ivan Allen, Jr.  
Mayor

IAJr/br

The Honorable Mayor Ivan Allen, Jr.  
City of Atlanta  
City Hall  
Atlanta, Georgia

*Admittedly  
Receipt & Thank him for  
his suggestions*

Sir:

As an economics professor (Georgia Tech), I have a ~~more~~ than casual interest in the present firemen's dispute, but let me emphasize that I am writing this as a private citizen. Thus, I hope you will respect my position by maintaining complete confidence. Also, please understand that my remarks, while admittedly blunt at times, are offered in good faith.

I note that you have said that you would not talk to the firemen until the court order is obeyed. While I agree completely, I think your original mistake was in recognizing the union as the bargaining agent for wages and hours. True, you have not granted formal recognition, as the term is used in Federal laws. But you have tacitly sanctioned collective action by the mere fact that you attempted a settlement on those issues.

On the other hand, to compound your folly, you have refused to recognize the firemen on non-economic issues. There is virtually unanimous agreement among those who have studied worker attitudes that the one thing heading their list of desires is freedom from arbitrary action. And I strongly suspect that if you had really delved into the situation, you would have found that what the rank-and-file firemen really want is the assurance of some voice in determining their working conditions and other non-economic items. (The American Bar Association, as early as 1955, went on record as favoring the granting of such privileges to public employees.)

Your mock "mediation" was a farce, again reflecting a short-run, short-sighted, holding action. (And the consulting firm's report will not likely get to the bottom of the issue, since such reports seldom study the human relations aspect.) You apparently did not even know the difference between mediation and fact-finding, since you appointed a fact-finder, but called him a mediator, yet did not allow him to mediate. If the outside neutral had really been allowed to mediate, he very possibly could have settled the problem amicably, and without dealing with economic issues.

As a long-time student of the subject, I would say that our attitudes toward labor problems have gone through three stages: First, the purely arbitrary approach, which means fire any one who raises a protest. Second, one of appeasement, which was reflected in the days of paternalism, which prevailed especially from the turn of this century to the late 1930's. Finally, recognition was granted to worker groups, and it is only since then that we have had reasonably calm industrial relations.

In my opinion, appeasement is the worst of the three, yet this was your original approach. Now, you have taken the second worst approach - that of arbitrariness. And I am highly afraid that discharging and replacing the firemen, while it may close the wound immediately, may cause a continuing festering underneath, breaking out elsewhere in time. That is, if the City gains the reputation of being an Iron Hand-type of employer, recruiting will in time become difficult, especially when we went so wild with public funds to obtain a stadium, inter alia.

In addition, even in the short run, it would seem that replacing the firmen will be cumbersome and terribly expensive. Thus, I am wondering if the matter might not be settled by taking a conciliatory approach (which you have not done at any time). If the recognition of a union as the representative of public employees is prohibited by state law, why not promise to support legislation accordingly (some sixteen states have such legislation, usually permitting municipalities to grant recognition on non-economic items). Presidential Executive Order 10988, signed by the late President Kennedy in 1962, could serve as a guide; it permits advisory arbitration, but again, prohibits strikes; also, negotiations over wages and other economic issues is not permitted, and virtually all experts agree that collective bargaining over wages is simply not compatible with public employment.

Now in closing, let me point out that if you insist on following your present approach, it behooves you to fire every salvo available; otherwise, we may have a general strike of the type Britain, et al, is noted. I would suggest that you inform the public of the facts of the situation. Toward that end, I have put together ~~some~~ items for your perusal. Since I am trying to get this letter in the morning mail, it is rather disjointed, but you can get the content.

Again, I would much prefer a conciliatory approach, even at this late hour.

Sincerely,

*Mack A. Moore*

Mack A. Moore

670 Edgewater Trail, N.W. (Sandy Springs)

Phone: home, 255-4172; office, 873-4211, X5543

P.S. There is no suggestion intended that you will want to contact me. The above information is only in case you might.

*Note: I am fairly well acquainted among union circles (and am president of the Georgia Chapter of the Student Relations Research Association. If you would like for me to do some informal, undercover "feeling out" of the firmen's real position, I should be happy to do so.*

September 6, 1966  
Atlanta, Ga.

Mayor Ivan Allen  
c/o The Atlanta Journal  
Atlanta, Georgia

Dear Chief:

What a shock, after living six years abroad in a Communist infested area to return and find how little rights we as American Citizens have to express our needs when all else has failed. Yes, you were elected to office by the majority, although at this time I am wondering why. When a leader obviously cannot execute his position in fairness and cannot be reached in any way to listen and understand the needs of his people, how else do you expect them to reach out, other than the way the Atlanta Firemen are now doing?

Do you really feel that these men are exhibiting the traits of bad Americans, or can you sit back and realize that this is the only choice which you and many so-called Atlantans have given them? Had you rather they would use Molotov cocktails and propergander, which the Communists have used very successfully? Have you yet realized that these men are only trying to tell the citizens of Atlanta and the men who are supposed to fill their executive offices with fairness and representation for all that their families need to have adequate income, the same as you college boys, and a little time to enjoy seeing their future little citizens grow?

I really feel sorry for you Mr. Allen, for somewhere along the line someone forgot to tell you about the Indian tribes. We all, or I thought we all knew, that every tribe has its Indians and its Chief, but what I think that you have either forgotten or you are choosing to ignore, is that a good Chief takes care of his Indians in every way, even to the point that he himself might suffer. What's wrong with you????????????

An Atlanta Indian,

L. Sue Sanders

cc: Mayor Ivan Allen - City Hall - Atlanta, Ga.



DRAFT

Dear Mayor Allen:

The strike by members of the Atlanta Fire Department is a regrettable and saddening act against the public interest of the citizens of our city.

The Citizens and Southern National Bank stands behind the city and the Fire Department at this time of trial and would like to offer our assistance wherever it might be useful.

It has occurred to me that our C & S helicopters might provide ~~rapid~~ <sup>rapid</sup> transportation for movement of personnel or supplies in carrying out fire protection services. If these are needed and can be utilized by the city and the Fire Department, they will be placed at your disposal upon your request.

Sincerely yours,

PERRY S. BOWER

60 OSBORNE ST., NORTH  
WINNIPEG

September 13, 1966.

His Worship Mayor Ivan Allen, Jr.,  
Atlanta, Georgia.

Dear Mayor Allen:-

I have been reading with interest about the striking firemen in Atlanta.

First of all, I commend you on your firm stand. In my opinion, a strike, under any circumstances, is a form of blackmail, particularly when a strike occurs in an important service industry essential to the health and safety of the community, when it becomes a form of social blackmail which sooner or later, I am sure, will not be tolerated.

In 1919, we had a "general" strike in Winnipeg at which time did not only the Fire Department go on strike but so also did the Police, Garbage Collectors, Bus and Streetcar Operators, Telegraph Operators, Postal employees, Telephone Operators, and Printers. There were other workers in less important jobs who also went on strike which lasted for six weeks.

The business community organized what was known as a "Committee of 1000". Essential services were maintained by volunteers, particularly the Fire Department which at that time consisted largely of horse-drawn vehicles. In order to prevent the strikers from wearing out the horses by false alarms, it was necessary to keep armed guards on each fire alarm box. An emergency task force of citizens was armed and encamped on several school grounds under the command of experienced military people. After several weeks, the Post Office issued an ultimatum of return to work which was not accepted by the strikers, and all federally employed personnel in the Post Office were discharged and most of them were never rehired.

The strike eventually broke down for two reasons. First, the strikers began to find that their own families were unable to get food, fuel, and ice. Secondly, soldiers returned from overseas after the First World War began to take the jobs that the strikers had vacated and they were

His Worship Mayor Ivan Allen, Jr. - 2.


in no mood to be intimidated. The final straw was the arrest of the strike leaders who were charged with sedition and a number of them were sent to the penitentiary.

There was no serious strike in Winnipeg after that for twenty years. Since then, perhaps the most outstanding strike has been that of the Typographical Union which threatened to close down our two daily papers. This strike occurred in the late 1940's and none of the strikers were re-employed and I don't believe the newspapers missed more than one edition.

In our neighboring province of Saskatchewan, the Public Utility workers have recently gone on strike (the electrical facilities in this case are owned by the Province). The government of the Province has recently enacted legislation which compels the strikers to go back to work at a smaller increase in pay than had been suggested by the Province across the bargaining table. At the moment, we are waiting to see whether the strikers will defy the legislation. If they do, I have no doubt that the government, which fortunately is in a strong position in the House, will take extremely firm steps to deal with them.

I commend you on your stand.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Perry S. Hansen".

PSB/fme

STATEMENT BY CHIEF C. H. HILDEBRAND  
ATLANTA FIRE DEPARTMENT  
Friday, September 16, 1966  
For Release 11:00 A. M.

The City of Atlanta has in operation this morning 25 fully  
manned Fire Stations.

The total personnel in the department has now risen to  
357 -- 313 of these employees performing actual firefighting  
duties.

Sixty-seven new recruits have been assigned to stations  
for in-service training and duty under the leadership of  
experienced Firemen and Fire Officers.

We are able to maintain an on-duty shift strength average  
of 175 firefighting personnel because of extended work hours  
of those Firemen who have remained on the job.

Our attempts to recruit new men to rebuild the Fire  
Department have been extremely successful. Since Labor  
Day the City Personnel Department has examined 327 applicants.

Page Two

140 of these have passed the written examination and are being processed for in-service training and firefighting duties immediately.

The Personnel Department is making plans to conduct a recruiting campaign throughout the Southeast and through the employment of new personnel and the extended work hours of our experienced personnel, we should be able to place the remaining unmanned stations in operation within a <sup>reasonable</sup> ~~very short~~ period of time.

The Personnel Office at 260 Central Avenue, S. W. is remaining open until 7:30 p. m. Monday through Friday and until noon on Saturdays to receive and process firefighters applications.

I am requesting all the citizens of Atlanta to practice good fire prevention measures in their homes, businesses, churches and schools. A check-off list is being released to the news media for self-inspection of your premises which, if conscientiously adhered to, can prevent fires and preserve property.

## TO ALL ATLANTA CITIZENS

The Fire Department of Atlanta - your Fire Department - is making every effort to give the citizens of Atlanta the best fire protection possible, but we do need your help.

The prevention of fires while always important is particularly important during this period while new personnel are being trained.

What can you do to help? You can do many things.

### FIRES ARE NOT ACCIDENTS

You can cause or prevent fires!  
Use the check lists below and good old American common sense and you may save your JOB--PROPERTY--OR EVEN YOUR LIFE-----

#### YOUR HOME

- Is all rubbish cleaned out of basements, closets, attic, garage, and yard?
- Are there any unsafe electrical extension or appliance cords?
- Are your fuses the right size?
- Is your heating and cooking equipment safe?
- Is gasoline for power mower safely stored?

#### YOUR BUSINESS

- Is smoking adequately controlled?
- Is wiring and electrical equipment safe?
- Is trash and refuse removed daily to a safe place?
- Has your heating system been checked by a qualified person to see that it is safe?
- Is guard, caretaker or watchman properly instructed and service adequate?
- Is cooking equipment including hoods and ducts kept clean?
- Is packing material safely kept?
- Are lift trucks refueled only in safe locations?
- Is the yard and premises kept free of leaves, scrap lumber and debris?
- Are paints, flammable liquids and oily rags handled and stored safely?

#### YOUR CHURCHES AND SCHOOLS

- Are your schools adequately protected against unauthorized entry?
- Is the heating equipment checked annually by a qualified firm or employee?
- Is the electrical wiring safe?
- Is rubbish collected and disposed of in a safe manner so as to not endanger the occupants or structure?
- If cooking equipment is provided, is your hood, duct, and stove cleaned frequently?

#### EVERYBODY

- Many fires start shortly after you leave your home or close your business. Does someone check for hazards every day at closing time or just before leaving your home?
- Is your wiring safe and are defective extension cords replaced?
- Do you make it a practice to not allow unauthorized burning of refuse?
- Is trespass guarded against?
- Is all fire protection equipment in working order?
- Are you careful with smoking and matches?

NEVER, NEVER SMOKE IN BED

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- Are you careful with smoking and matches?

NEVER, NEVER SMOKE IN BED

September 15, 1966

Mrs. Christine D. Hogam  
Secretary to Plant Manager  
Fisher Body Division  
General Motors Corporation  
Atlanta, Georgia

Dear Mrs. Hogan:

May I reply to your letter in order that you may be confronted with the facts concerning our firemen.

The firemen to which you refer walked off their jobs and left the city totally unprotected. In doing so, they violated their oath of office and gave up their right of city employment.

The Courts ordered them to return but they refused to abide by the court order. I am sure you understand what this means.

The city is providing for each of these men who were not under probation to appear before the Board of Firemasters and state their individual cases for re-employment.

I am sure you wanted to know the facts in the case, and these are the facts.

Sincerely,

Ivan Allen, Jr.  
Mayor

IAJr:am

## ATLANTA POLICE DEPARTMENT

D A I L Y B U L L E T I N

Bulletin #19-180B

Atlanta, Georgia

Thursday

September 15, 1966

ITEM

#1 SPECIAL ORDER NO. 418

September 15, 1966

Effective today, those listed below are relieved of special duties with the Fire Department and are assigned as shown:

UNIFORM DIVISIONMorning Watch

G. B. Donald  
B. L. Calhoun  
E. C. Lee  
J. P. Smith  
W. T. Partin  
C. R. Davis  
J. T. Thwaites  
E. B. Lytle  
R. F. Guy  
G. L. McGraw  
C. E. Thrasher  
T. S. Duffey

Evening Watch

H. E. McGehee  
H. H. Boone  
F. D. Echols  
V. S. Graham  
J. M. Chandler  
L. V. Oxford  
C. B. Biore  
H. M. Wright  
T. M. King  
C. O. Anderson  
G. J. Krecko  
W. H. Sheppard  
R. T. Williams  
J. C. Foster

TRAFFIC DIVISIONEvening Watch

G. K. Tyler  
D. L. Steltenpohl  
D. K. Potty  
L. R. Mohn  
D. W. Miller  
A. R. James  
W. F. Dailey  
A. B. Chambers  
I. H. Beavers

R. B. Barfield  
R. E. Avery  
J. N. Anderson  
G. E. Hammons  
C. B. Wooster  
J. W. Doherty  
C. R. Walton  
B. R. Sandlin

DETECTIVE DIVISION

G. P. Hicks  
C. E. Ferguson  
R. H. Sumpter  
W. H. Byrd  
A. D. Laughlin  
G. F. McManus

R. E. McElreath  
W. H. Everett  
N. A. Davis  
B. F. Peppers  
L. D. Howard

Those listed below are detailed to the Fire Department to be assigned by Chief C. H. Hildebrand and Sgt. M. E. Moon:

Ptl. E. C. Mitchell    Ptl. J. T. Lipham    Ptl. G. W. Shepherd

*Herbert T. Jenkins*  
HERBERT T. JENKINS,  
Chief of Police

By: *Gertrude Pasley*

C O P Y

Final File

Sept. 14, 1966

Editor  
The Atlanta Journal  
Atlanta, Georgia

Dear Sir:

It's doubtful that you'll print this letter since you're obviously backing the City political machine, but you should know that the general public has nothing but contempt for the so-called loyal firemen.

Loyal to whom? Certainly not the citizens of Atlanta. They know the largest objection of the striking firemen is the lowering of qualifications the city has been insisting upon - even to the extent that men labeled as cowardly and unfit by the training school have been put to work! All of this, of course, brought on by the low salaries and long hours being unattractive to the quality of men needed.

In reality - the striking men are the men really loyal to the people - they are willing to put everything they have, as individuals, in jeopardy, in order to keep Atlanta's Fire Department on the professional level a city of this caliber should have.

These so-called loyal firemen are simply afraid of fighting for what they know is right - fear of losing a paycheck - or an opportunity for a promotion - and in some cases, hoping to get an unearned position by default. In other words, the weak members stayed on the job - refusing to even back up the men fighting for them! I hope there are no fires involving lives because these men won't take a risk.

Five-hundred fifty men are by far the majority. They couldn't be all wrong!

I wonder how Mayor Allen can face the citizens knowing he could have averted this situation by simply letting a Judge decide the issue. His pride has Atlanta in a dangerous and serious situation.

Sincerely,

Mrs James Rayer  
Lithonia, Georgia

*extra  
copy*

August 23, 1966

MEMORANDUM

TO:           Honorable Wm. T. Knight, Chairman, Board of Firemasters  
              Honorable Milton Farris, Chairman, Finance Committee  
              General Carl T. Sutherland, Personnel Director

FROM:         Mayor Ivan Allen, Jr.

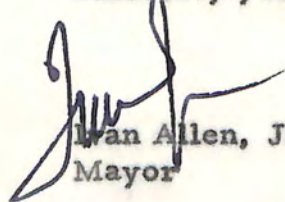
Gentlemen:

Attached is a copy of Dr. Harrison's report on the firemen's hearings and a copy of my statement regarding same.

As you will note in the second paragraph of my statement, I am requesting John Dougherty to make himself available to your committee to interpret this report.

I will appreciate your meeting as soon as possible.

Sincerely yours,

  
Ivan Allen, Jr.  
Mayor

IAJr/br

Enclosures

CC: Chief C. H. Hildebrand, Jr.

Mr. John Dougherty

STATEMENT BY MAYOR IVAN ALLEN , JR.

FIREMEN'S STRIKE

ON BEHALF OF THE CITY GOVERNMENT I WANT TO EXPRESS GRATEFUL APPRECIATION TO DR. EDWIN HARRISON FOR HAVING ACCEPTED A DIFFICULT TASK. HE HAS PERFORMED A MAJOR CONTRIBUTION TO THE WELFARE OF THE CITY. HE HAS AGAIN EXEMPLIFIED HIS INTELLIGENT LEADERSHIP AND DEPTH OF UNDERSTANDING BY MAKING SOUND AND REASONABLE RECOMMENDATIONS THAT THE GOVERNMENT OF THE CITY OF ATLANTA WILL STRIVE VIGOROUSLY TO IMPLEMENT AND CARRY OUT AS SOON AS POSSIBLE.

I AM INSTRUCTING THE ASSOCIATE CITY ATTORNEY JOHN DOUGHERTY, WHO REPRESENTED THE CITY GOVERNMENT BEFORE DR. HARRISON, TO FORWARD COPIES OF THIS REPORT TO MEMBERS OF THE BOARD OF FIREMASTERS, THE PERSONNEL BOARD AND THE FINANCE COMMITTEE, AND ALSO TO MAKE HIMSELF AVAILABLE TO THESE COMMITTEES TO INTERPRET THE REPORT. THESE COMMITTEES ARE MOST DIRECTLY CONCERNED WITH THE PROPOSALS

MADE BY DR. HARRISON

I AM ASKING THESE THREE COMMITTEES TO CONSIDER THESE RECOMMENDATIONS IMMEDIATELY AND THEN TO MEET SEPARATELY AND JOINTLY IN ORDER TO DEFINE THE CITY'S POSITION IN THIS MATTER.

THE BOARD OF ALDERMEN HAVE ALREADY INDICATED BY RESOLUTION THAT THEY WILL GIVE FIRST CONSIDERATION IN NEXT YEAR'S BUDGET TO THE ESTABLISHMENT OF A 56 HOUR WORK WEEK FOR ATLANTA FIREMEN. AT THE PRESENT TIME WE ARE COMPLETING AND SHOULD HAVE READY WITHIN THE NEXT SIX WEEKS, AN OVERALL EVALUATION OF SALARY SCHEDULES FOR ALL CITY EMPLOYEES, INCLUDING FIREMEN. THE IMPLEMENTATION OF THE 56 HOUR WORK WEEK WILL IN NO WAY DECREASE THE CITY'S RESPONSIBILITY TO CONSIDER INCREASES IN FIREMEN'S SALARIES IN KEEPING WITH THE RECOMMENDATIONS IN THE FORTHCOMING REPORT.

IN ORDER TO DISPLAY EVERY INDICATION OF GOOD FAITH ON THE PART OF THE CITY IN IMPLEMENTING DR. HARRISON'S REPORT, I AM RECOMMENDING IMMEDIATELY TO THE THREE COMMITTEES MENTIONED ABOVE THAT THE CITY ATTEMPT TO OBTAIN THE NECESSARY EMERGENCY FUNDS TO COMMENCE HIRING AND TRAINING ADDITIONAL PERSONNEL BY OCTOBER 1, 1966, SO AS TO BE ABLE TO IMPLEMENT THE 56 HOUR WORK WEEK AS OF JANUARY 1, 1967.

I AM OF THE OPINION THIS CAN BE DONE WITH FUNDS NOW AVAILABLE AND AT A REASONABLE EXPENSE.

IF THE FACTS IN THE MATTER SUSTAIN THIS OPINION, I WILL PRESS THE RECOMMENDATION VIGOROUSLY.



GEORGIA INSTITUTE OF TECHNOLOGY  
ATLANTA, GEORGIA 30332

OFFICE OF THE PRESIDENT

August 22, 1966

Mr. John Dougherty  
Attorney At Law  
William-Oliver Building  
Atlanta, Georgia 30303

Dear Mr. Dougherty:

I am enclosing a copy of my conclusions and recommendations as impartial mediator in accordance with the request made upon me by the City of Atlanta and the Atlanta Firefighters Union, Incorporated.

It will be noted that my recommendations will result ultimately in the expenditure of funds by the City of Atlanta. It will also be noted that my recommendations do not immediately recommend a full implementation of the requirements made by the Atlanta Firefighters Union, Incorporated.

I have studied all the material as conscientiously as I could and am aware of the shortcomings imposed by the restrictions placed on me when designated as impartial mediator and because of the very extensive nature of the task which would require more thorough study than could be given by one individual alone even though he had considerable time to seek out all the facts and to make appropriate recommendations.

I ask both parties concerned to accept my recommendations in good faith and by so doing permit our City to move forward in unison for the greater good of the City of Atlanta and our citizens.

Let me thank you most sincerely for asking me to serve as impartial mediator. Although my task was difficult, it was not unpleasant because of the cooperation of the parties concerned.

Sincerely,

Edwin D. Harrison  
Mediator

EDH:rv

cc: Mr. J. I. Martin  
Mr. R. L. Mitchell  
Mayor Ivan Allen, Jr.

August 22, 1966

Mr. Robert L. Mitchell  
Attorney at Law  
701 William-Oliver Building  
Atlanta, Georgia 30303

Dear Mr. Mitchell:

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Sincerely yours,

Edwin D. Harrison  
Mediator

cc: Mayor Ivan Allen, Jr.  
Mr. John Dougherty  
Mr. J. I. Martin

# Tenth Street Methodist Church

425 TENTH STREET, N. W.

Atlanta, Georgia 30318

Telephone 875-2666

September 9, 1966

Mayor Ivan Allen, Jr.  
City Hall  
68 Mitchell St., S. W.  
Atlanta, Georgia 30303

Dear Mayor Allen:

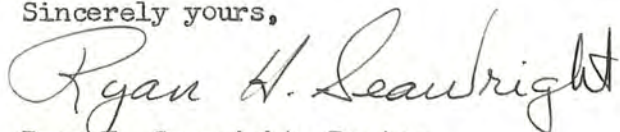
I would like to express my appreciation for the vital role you played in reconciling the group involved in the Capitol Avenue - Ormond Street incident. You demonstrated to our city your willingness to peacefully resolve conflicts. I admire your courage and personal involvement to make the appeal you did. Through such positive leadership Atlanta will be able to successfully resolve her racial tensions.

I would appreciate you giving the same kind of leadership in resolving the tensions associated with the Firemen and the city. You can be a reconciling force here and provide the positive leadership that is needed. Has the door of reconciliation been closed too hastily? Was too drastic action taken too soon? Were all avenues of reconciliation exhausted before the doors were slammed shut?

Should recruitment of new firemen be as successful as anticipated, our city will still depend on a group of untrained men for fire protection. Many men who have courageously protected life and property of our city haven't been heard in their grievances. Your position is not an easy one. The citizens of Atlanta recognize that it takes a bigger man to admit a mistake, assume a role of reconciliation, and serve the best interests of everyone involved than to take a dogmatic position and jeopardize life and property of everyone.

I pray for divine leadership for you and all those charged with responsibility of leadership in our city. "God was in Christ reconciling the world to Himself." We have the high privilege of emulating this noblest quality of our Lord in involving ourselves in positions of reconciliation. May our Heavenly Father provide you leadership and power to serve our city.

Sincerely yours,



Ryan H. Seawright, Pastor  
Tenth Street Methodist Church

2

September 12, 1966

Finance Committee of the Board of Aldermen  
Honorable Milton G. Farris, Chairman  
Honorable Charles L. Davis, Comptroller  
Atlanta, Georgia

Gentlemen:

To recruit more than 500 Firemen is a major undertaking that will require several months or maybe as long as a year. It is my opinion that such a large number of qualified men cannot be recruited in the Atlanta area as rapidly as is necessary to meet the needs. Therefore, I am requesting that you establish a special budget for a recruitment program to be conducted throughout the Southeast.

The rates per column inch of advertising in newspapers vary so much that it is difficult to estimate the cost of the advertising that I propose to do. I plan to run ads of eight column inches each in two successive Sunday editions of thirty daily newspapers and the same ad in two successive weeks in fifty weekly newspapers. I am estimating the cost for this advertising campaign to be \$7500.00. Also I should like to put two men on the road following up our advertising for twenty-four work days. At a cost of \$42.00 per day per man to include 200 miles of travel a day at ten cents a mile, hotel room at \$12.00 a night, and meals at \$10.00 per day, the cost for this part of the campaign would be \$2016.00. I already have done some long distance telephoning and will have to do considerably more. I request that \$100.00 be provided for that purpose.

Finance Committee

-2-

September 12, 1966

My total request is for \$9816.00 which, incidentally, is less than the proposed pay for one year for two first year Firemen.

Respectfully,

CARL T. SUTHERLAND  
Director of Personnel

CTS:cbt

September 6, 1966  
Atlanta, Ga.

Mayor Ivan Allen  
c/o The Atlanta Journal  
Atlanta, Georgia

Dear Chief:

What a shock, after living six years abroad in a Communist infested area to return and find how little rights we as American Citizens have to express our needs when all else has failed. Yes, you were elected to office by the majority, although at this time I am wondering why. When a leader obviously cannot execute his position in fairness and cannot be reached in any way to listen and understand the needs of his people, how else do you expect them to reach out, other than the way the Atlanta Firemen are now doing?

Do you really feel that these men are exhibiting the traits of bad Americans, or can you sit back and realize that this is the only choice which you and many so-called Atlantans have given them? Had you rather they would use Molotov cocktails and propergander, which the Communists have used very successfully? Have you yet realized that these men are only trying to tell the citizens of Atlanta and the men who are supposed to fill their executive offices with fairness and representation for all that their families need to have adequate income, the same as you college boys, and a little time to enjoy seeing their future little citizens grow?

I really feel sorry for you Mr. Allen, for somewhere along the line someone forgot to tell you about the Indian tribes. We all, or I thought we all knew, that every tribe has its Indians and its Chief, but what I think that you have either forgotten or you are choosing to ignore, is that a good Chief takes care of his Indians in every way, even to the point that he himself might suffer. What's wrong with you?????????????

An Atlanta Indian,



L. Sue Sanders

cc: Mayor Ivan Allen - City Hall - Atlanta, Ga.

1607 Orlando St., SW  
Atlanta, Georgia  
September 8, 1966

Mayor Ivan Allen  
City Hall  
Atlanta, Georgia

Dear Mayor Allen:

While the Atlanta Journal raves on about the courage of our Mayor in a time of stress, while this newspaper media continues to condemn the city firemen for their stand, taken after many, many years of hardships brought about by low salaries and poor working conditions - while the propaganda continues to fly about how the citizens of Atlanta are appalled and disgusted with the striking firemen, I think it behooves you, The Atlanta Journal, Chief C.H. Hildebrand, Chief Jenkins and your Aldermanic Board to really get out and take stock of how the general public feels, and then face up to the fact that you are not as popular as you might have been - none of you. When you speak of people losing respect, you might start with the Mayor and go on down the list of people above mentioned - many of whom I have had the utmost respect for in past times.

Sure, I come from a Fire Department family. Since I was two years old we have had from one to six members of our family on the Department. Today I can walk in Greenwood Cemetery and see a fireman's grave - a fireman who was my husband - a fireman who HAD to work two jobs to make a living for his family - not afford luxuries mind you, but just make ends meet. Many people asked why he stayed on this job with such a low salary and long hours, and there is but one answer - he was LOYAL AND DEDICATED, the things his friends are accused of not being now - these friends who have been LOYAL AND DEDICATED to the cause of firefighting for as many as thirty years. I believe as honestly as I know I am writing this letter that the short life he lived can be contributed in part to the long hours he worked and the pressure of having to work two jobs. If he were here today, I am sure he would join his friends and fellow firemen in their effort to better a condition that should have been corrected many years ago. I have lived to see men that he respected and admire sell these firemen down the river, and this would have been heart-breaking to him, for he believed in brotherhood, and certainly he would have wanted a Chief that would have supported his men, rather than turn from them.

How does the unbiased general public feel?

Listen to the bank teller that openly brought this subject up yesterday, without me approaching it in any way: "I am so disgusted with the great Ivan Allen and his superior attitude. The policemen of this city should first have walked off their jobs when the Hank Aaron case was at issue, and now they are being made, in this supposedly land of the free - to work firemen's jobs while they are 'fired' They need to come out in support of these firemen, instead of working their jobs at the direction of Chief Jenkins. I hear that they are being paid extra to work and the police that are taking care of regular police duties have an extra load on them at no extra pay. If there's money to pay these police extra, why isn't there more for the firemen. Our trouble here in Atlanta is that our Mayor was born with a silver spoon in his mouth and it's not necessary for him to be interested in the little man. Then Chief

Jenkins has gotten rich since he became Chief of Police and he's more crooked than the crooks his men catch."

And the florist just today -

"I'll be so glad when things get back to normal in Atlanta if they ever do. Maybe if Allen had gotten his headbusted the other night, everybody would have been better off. He sure did boast about running this city and it is apparent that he does and not to the best interest of the people. The firemen ought to walk off and the police should have walked off when this nasty Aaron situation developed. That's repulsive to every citizen in this town."

Now, can you say that ALL public sentiment is against these firemen?

You and Chief Hildebrand insult the intelligence of Atlanta citizens when you say we have adequate fire protection. Why have we needed all these fire stations and men all these years - why haven't we just gone along with the some 200 now working and paid them good, decent salaries. Evidently we thought we needed the other men and other stations. And we question the calibre of men you are now hiring for firefighting jobs when in just recent days you have not even been able to fill vacancies - nobody wanted to be firemen.

The stations are being manned by Chiefs, Assistant Chiefs, Fire Prevention Bureau personnel and some few good, real firefighters, but if you would be honest, and Chief Hildebrand would be honest, and we want to get into name calling, many of these many now working are men who have not been responsible, capable firefighters for many years and have been carried so to speak by these firemen they have now betrayed. Remember, I said some of them still work<sup>ing</sup> are GOOD, CAPABLE MEN - but what about the one who was on suspension and was called back to work - what about another who has had all kinds of offenses against him and has been hanging by a thread and the others that are physically sick....don't sell your Atlanta Public short, Mr. Mayor. We're not as stupid as you think and much of our knowledge comes from personal experience and personal knowledge - not from heresay, nor from propaganda.

I'm on the Firemen's side, Mr. Mayor. I have yet to find many people who are not - except those in our city government who choose to make a big deal over a new stadium rather than see that their employees are paid decent wages. You've never known what it was to not have enough to eat and not be able to take care of your family, but believe me, there's many "fired" firemen who have been in that position, although I feel that some who have taken a stand against their brother fireman have forgotten this.

I'm sure you have received many such letters and they do not bother you, as long as you are carrying your point, but I could not live with myself if I didn't say to you that when you, and the others in authority, lie down at night, I hope you are able to sleep well with your conscience and that you can continue to live with the injustice you are doing these good men.

Today we determined in our offices to not buy office supplies in the future from your company, not that it would affect your profit to any great extent, but because the name on various things here is repulsive to us in view of the position you have taken against our firemen.

Sincerely,

*Edna Mc Gill*





# CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

September 12, 1966

C. H. HILDEBRAND, JR.  
Chief

Hon. Ivan Allen, Mayor  
City of Atlanta  
City Hall  
Atlanta, Georgia 30303

Dear Mayor Allen:

The Chairman of the Board of Fire Masters has scheduled a called meeting of the Board for 10 A. M., Monday, September 19, 1966, at Fire Department Headquarters, to begin hearings against firemen who have been suspended as a result of the recent strike. These hearings will continue on a daily basis until all charges have been heard.

These meetings will be of the utmost importance and all members are urged to be present.

Yours truly,

C. H. HILDEBRAND, JR., Chief  
Atlanta Fire Department