

STATEMENT BY MAYOR IVAN ALLEN; ALDERMAN WILLIAM T. KNIGHT,
CHAIRMAN, BOARD OF FIREMASTERS; AND CHIEF C. H. HILDEBRAND,
ATLANTA FIRE DEPARTMENT -- THURSDAY, JUNE 9, 1966, 11:00 A. M.

More than 500 Atlanta firemen continue to refuse to report for duty
orders of the Fulton Superior Court and by the authorities
as directed by the authorities of the City of Atlanta and the Atlanta Fire
Department ~~and by order of the Fulton Superior Court.~~ The City Attorney's
(If correct)
office ~~is asking~~ the Court this morning to cite the Atlanta Firefighters Union,
Independent, and its principal officers, J. I. Martin and Leonard Styron,
for civil contempt and failure to return to duty as ordered.

The City of Atlanta has made every attempt to resolve the present
dilemma with the members of the Fire Department through these men who
are the representatives of the striking firemen. We have done as much as
is possible under the laws governing the City of Atlanta.

The Union leaders and striking firemen have shown an utter contempt
for the laws of the State of Georgia and the authority of the City of Atlanta.
They have also shown a reckless disregard for the property and lives of the
citizens of this city.

We can no longer tolerate action which places in jeopardy the
thousands of lives and millions of dollars of property which these men are
under ~~shown~~ oath to protect. Therefore, we are directing all employees
of the Atlanta Fire Department who wish to remain as employees of the City
to report to duty on their normal shifts at 8:00 a.m. Friday and 6:00 p.m.
No later than 8:00 a.m. Saturday
A violation
Friday. ~~Anyone failing~~ *Failure* to report will be considered ~~in violation~~ of the City's
Civil Service Law and will be discharged for inattention to or dereliction
used as basis of charges to be preferred
of duty. ~~These jobs will then be declared open and applications will be~~
Employers fully to report will be suspended by the City Board

the Kings and Carter will be

taken to fill those positions which remain vacant. We urge these employees to consider their responsibilities to the people of Atlanta and to their own families. Loss of income and ^{the plain in Georgia} ~~loss~~ of many years of retirement rights and other accumulated benefits is a serious and foolish gamble they are taking by refusing to return to their posts.

The City officials have met with the leaders of the Union in good faith. These leaders have stated that they have asked the firemen to obey the legal authority of the Court and return to their stations but there has been no response to this request from the Union leadership.

Capt. Martin and Capt. Styron apparently have no control over the striking members because their request has been ignored. These two men ^{themselves} ~~also~~ have failed to comply with their own request and have not reported to their duty stations.

We trust that the members of the Fire Department, many of whom have worked long years of dedicated services, will consider their responsibilities and obligations to the City, the laws of our State, and to their families and return to work as directed.

The City Personnel Department yesterday examined 55 applicants for Fireman; 27 passed the written examination. Medical examinations and the oral interviews will be completed today.

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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- Is trespass guarded against?
- Is all fire protection equipment in working order?
- Are you careful with smoking and matches?
 - Never, never smoke in bed.

STATEMENT OF MAYOR IVAN ALLEN, Jr.
Friday, September 9, 1966

Fire Chief Hildebrand reports this morning that two additional fire stations have been placed in service bringing the total now in operation to 21 out of 32. This has been accomplished by placing existing Fire Department personnel on overtime and by adding 10 additional men to the Fire Department complement. The 10 men added Thursday now give us a total of 254 Firemen.

We were fortunate in having only 12 alarms during the night and none was of major import. Two firefighting units were required to move some 50 bales of damaged cotton from a cotton warehouse fire at 1088 Murphy Avenue. The City Construction Department was requested to assist by sending mechanized equipment to expedite the moving of the cotton bales and promptly responded to lend a hand to the Firemen.

The Chief further reports that a total of 493 Firefighters have now been suspended for failure to obey his order to report for duty.

General Sutherland reported that applicants fell off sharply on Thursday. Only 25 applied. Eleven completed the written examination. Firemen were picketing the Personnel Office and were encouraging prospective applicants to refrain from filing applications.

General Sutherland also reports that Mr. Perry of the AFL-CIP will meet with him at 9:30 at the direction of Georgia Meany. Meany has told Jim Moore to back the AFL-CIO union. This might be of some value in the press conference.

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STATEMENT OF MAYOR IVAN ALLEN, JR.

Thursday, September 8, 1966

10:00 a. m.

Fire Chief C. H. Hildebrand reports this morning that 19 Fire Stations are now in full operation and that the personnel total is up to 244.

Firemen responded to 17 alarms during the night from 6:00 p. m. until 8:00 a. m. None of the alarms was serious.

Chief Hildebrand also reports that 100 probationary Firefighters have been dismissed for failure to report to work as ordered.

367 other Firefighters have been suspended. All suspension citations will be mailed before the end of the day and we expect this number to represent the total of those to be suspended. The Board of Firemasters has scheduled hearings for September 19 through September 23.

The City Personnel Department yesterday examined 55 applicants for Firefighter positions and will continue an intensive recruitment campaign to fill vacancies which now exist in the Fire Department.

With reference to the disorders of Tuesday night in the Summerhill area, all activity seems to be back to normal. Ten arrests were made on Wednesday afternoon in the area when several individuals

The suspended Firemen will pick up their pay checks today at the training tower between 9 a.m. and 12 noon. The 100 probationary firefighters who have been terminated will pick up their pay checks today at the Fire Department Headquarters after they have turned in all equipment assigned to them.

September 12, 1966

Fire Department Information:

1 more fire station opened over weekend making a total of 22 stations now operating.

265 men now working. Approximately 50 new applicants now being processed.

More stations will be opened this week. However, Chief is not in a position to say how many at this time. From 8:00 a.m. Saturday to 8:00 a.m. Monday, the department answered 56 alarms as follows:

- 11 false alarms
- 21 buildings
- 12 trash
- 6 service calls
- 6 automobiles

Of the 21 building alarms answered, 5 were in the Boulevard-Forrest areas caused by molotov cocktails.

REL:lp

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 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.

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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?
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- 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?
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YOUR CHURCHES AND SCHOOLS

- Are your schools adequately protected against unauthorized entry?
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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

Recruitment for men to rebuild the Atlanta Fire Department has been successful beyond my expectations. Since Labor Day 327 applicants have been examined, and 140 have passed the written examination. Not all have undergone the medical examination, but of those who have few have failed.

Plans have been made to conduct a recruiting campaign throughout the Southeast. Applicants from the entire Southeast should enable me to furnish the Fire Department a full complement of manpower much earlier than has been estimated.

The Personnel Office at 260 Central Avenue S.W. will be open till 7:30 p.m. Monday through Friday and till noon Saturdays.

The Atlanta Fire Department continues to make progress toward restoration of normal fire protection.

The number of fire stations, with fully manned apparatus in service, has been increased to 25 out of a total of 32 stations.

^{New} 67 Recruits have been assigned to stations for in-service training and duty under the leadership of experienced firemen and fire officers.

Total employees in the department number 357 with 313 of this number performing fire fighting duties.

The on-duty shift strength now averages 175 fire fighting personnel by virtue of extended work hours.

The number of false alarms and fire calls is approximately the same as for the same period last year.

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.

Draft
9/27/66

STATEMENT BY CHIEF C. H. HILDEBRAND

Mr. Martin's statement is erroneous and is a clear design to mislead the public.

The fire call at 2 Broad Street Monday was answered in _____ minutes. _____ pieces of equipment with _____ men answered the call.

_____ of the firefighters were new personnel, but they performed one hundred percent effectively under the direction of career, first line supervision and alongside loyal and experienced firemen of many years experience.

The fire was brought under control in _____ minutes and extinguished in _____ minutes. There was never any danger of the fire spreading and it was under the complete control of the Atlanta Fire Department at every moment.

The citizens of Atlanta will not be panicked by false and inflammatory statements that the city is in grave danger of burning up because of lack of firefighting personnel. This simply is not true.

All stations in service, _____ of 32, are adequately

manned and are supervised by the city's most experienced and dedicated firemen. New men are being employed and trained daily. Since the walkoff of some 500 firemen on _____, we have built the back firefighter staff ~~back~~ up from _____ to _____.

The public should keep the facts clearly in their minds at all times.

If there is a reduction in fire protection, it is the result of former Captain Martin and his followers deserting their posts, refusing the order of the Fire Chief and the order of the Fulton Superior Court to return to their jobs.

It was Mr. Martin who refused to accept the city's action increasing pay and reducing hours January 1, 1966. It was Mr. Martin who refused to accept Dr. Harrison's recommendations and broke off negotiations with the Board of Aldermen.

Mr. Martin and many other former employees of the City Fire Department failed to appear before the Board of Firemasters to even explain their actions or answer charges of dereliction of duty, failure to obey the order of the Chief or of the Court. The city had no further choice. They were fired as called for by the laws of the City of Atlanta.

Since these men, by their actions, have chosen not to work for the Atlanta Fire Department, I call on them to refrain from continued harrassment of normal fire department operations and of the general public, and allow us to rebuild the Fire Department with those men who desire to serve their city in this area of responsibility.

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.

- 1 - work
- 2 - Review living conditions

9/27

Carl Sutherland left the following information for you:

Since September 6 we have employed 149 which includes 33 of the former firemen that have been reemployed. We have had 273 to pass the written examination but ~~lost~~^{lost} some through medical examinations, court records, failure to report for further tests, etc. There is no way of telling how many more who have passed the written examination are still likely to be employed -- Must be approximately 50 ~~more~~^{still} under consideration. Still receiving good response to advertising.

He doesn't know if you would want to mention this but he feels the pickets have discouraged some of them from coming back to complete their applications.

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The public should keep the facts clearly in their minds at all times.

If there is a reduction in fire protection, it is the result of former Captain Martin and his followers deserting their posts, refusing the order of the Fire Chief and the order of the Fulton Superior Court to return to their jobs.

It was Mr. Martin who refused to accept the city's action increasing pay and reducing hours January 1, 1966. It was Mr. Martin who refused to accept Dr. Harrison's recommendations and broke off negotiations with the Board of Aldermen.

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373
passed
1/1/66

Since these men, by their actions, have chosen not to work for the Atlanta Fire Department, I call on them to refrain from continued harrassment of normal fire department operations and of the general public, and allow us to rebuild the Fire Department with those men who desire to serve their city in this area of responsibility.

The City of Atlanta has asked, and has received, from the Fulton County Superior Court an injunction ordering Atlanta firemen to fulfill their obligation to the city and to return to work.

We sincerely hope that All Atlanta Firemen and the unions representing them will not only honor this injunction by returning to work immediately, but will fulfill their obligation to the city by staying on the job without any further court action. We hope it will not be necessary to take any further action in connection with the court injunction.

At this meeting of representatives of the Atlanta firemen's unions, I am making available the various city officials who have an area of responsibility in this action. They include Alderman Knight, Chairman of the Board of Firemasters, Alderman Farris, Chairman of the Finance Committee, ^{Chief C. H. Hilderbrand} General Carl Sutherland, Personnel Director, Mr. John Dougherty, Associate City Attorney, Mr. Charles Davis, City Comptroller, and myself.

It is our hope that orderly discussions of the problems you raise can be carried on through these groups without any further disruption of work, or the necessity for the ~~city to seek~~ further court action.

In addition to the Civil Service Act of the City of Atlanta, which guarantees protection to all of its employees, the Personnel Board of the City, which carries out this act, and the Board of Firemasters which is available to you at its regular ~~meetings~~ and on special meetings, I will be glad to ~~attempt~~ to take the following action to assist in solving this dilemma:

1. Inform you that under the Budget Act of the City of Atlanta the city cannot make an adjustment in wages after the budget has been approved and adopted, or after March 31st of the calendar year, ~~unless~~ ~~new sources of revenue are found.~~

2. To make available the Public Administration Service officials who are making a study of the salaries of city employees, so that you can give them full information as to your feelings concerning firemen's salaries; and, subject to their agreement and findings, they can be included in their report to be submitted to the city this fall.

3. Recommend to the Board of Aldermen at their next meeting on June 20th, and ask for immediate passage of an ordinance establishing a 56 hour work week effective January 1, 1967.

4. Further, ask the Chairman of the Finance Committee, Mr. Farris, to instruct the City Comptroller to completely review the budget of the City of Atlanta at the end of its six months period, ending the 30th of this month, to determine if any surplus funds have been accumulated from other sources that could be used for the purpose of commencing the implementation of the 56 hour work week on October 1st of this year. If such funds are available, we will ask the Board of Aldermen to approve an amendment to their ordinance, making the 56 hour work week effective as of that date.

Ivan Allen, Jr.

Mayor of Atlanta

June 8, 1966

WE ARE EXTREMELY DISAPPOINTED THAT THESE MEN WHO SAY THEY REPRESENT THE FIREMEN WHO ARE ON STRIKE EXERCISE NO CONTROL OVER THESE MEN.

THESE LEADERS HAVE AT THE TEAMSTERS' UNION HALL STATED THAT THEY HAVE ASKED THE FIREMEN TO OBEY THE COURT ORDER TO RETURN TO THEIR POSTS. THERE HAS BEEN NO RESPONSE TO THIS REQUEST FROM THE UNION LEADERSHIP.

THE CITY OFFICIALS HAVE MET WITH THESE LEADERS IN GOOD FAITH. WE THOUGHT THEY WERE THE ELECTED REPRESENTATIVES AND SPOKESMEN FOR THE MEN WHO ARE REFUSING TO WORK.

APPARENTLY THIS IS NOT THE CASE.

IF WE ARE TO MAKE ANY PROGRESS IN SOLVING THIS DILEMMA, WE MUST BE ABLE TO DEAL WITH SOMEONE WHO DOES EXERCISE PROPER CONTROL OVER THE MAJORITY OF THE FIREMEN AND WHOSE REQUESTS WILL BE HONORED BY THE FIREMEN.

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dilemma with the members of the Fire Department through these men who
are the representatives of the striking firemen. We have done as much as
is possible under the laws governing the City of Atlanta.

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for the laws of the State of Georgia and the authority of the City of Atlanta.
They have also shown a reckless disregard for the property and lives of the
citizens of this city.

We can no longer tolerate action which places in jeopardy the
thousands of lives and millions of dollars of property which these men are
under sworn oath to protect. Therefore, we are directing all employees
of the Atlanta Fire Department who wish to remain as employees of the City
to report to duty on their normal shifts at 8:00 a. m. Friday and 6:00 p. m.
Friday. Anyone failing to report will be considered in violation of the City's
Civil Service Law and will be discharged for inattention to or dereliction
of duty. These jobs will then be declared open and applications will be

taken to fill those positions which remain vacant. We urge these employees to consider their responsibilities to the people of Atlanta and to their own families. Loss of income and loss of many years of retirement rights and other accumulated benefits is a serious and foolish gamble they are taking by refusing to return to their posts.

The City officials have met with the leaders of the Union in good faith. These leaders have stated that they have asked the firemen to obey the legal authority of the Court and return to their stations but there

has been no response to this request from the Union leadership. *Apparently*
there are no lines of communications now open with. ~~Union authority~~ Union authority accepted
Capt. Martin and Capt. Styron apparently have no control over the

striking members because their request has been ignored. These two men also have failed to comply with their own request and have not reported to their duty stations.

We trust that the members of the Fire Department, many of whom have worked long years of dedicated services, will consider their responsibilities and obligations to the City, the laws of our State, and to their families and return to work as directed.

*accepted
by its
members.*

ATLANTA POLICE DEPARTMENT

DAILY BULLETIN

Monday

Bulletin #19-172

Atlanta, Georgia

September 5, 1966

ITEM

SPECIAL ORDER NO. 412

September 5, 1966

Effective immediately, those listed below are detailed to the Atlanta Fire Department, to be assigned by Chief C. H. Hildebrand:

Sgt. R. P. Dupree	W. F. Daitey
Sgt. M. E. Moon	G. W. Coffee
J. R. Johnston	W. L. Vaughn
W. M. Cochran	

Those listed below are detailed to Atlanta Fire Houses, Day Shift, 8 A. M. to 8 P. M.

Sgt. B. J. Stecher	G. L. McGraw	T. M. King
R. F. Guy	C. O. Anderson	W. H. Shepherd
R. T. Williams	C. E. Thrasher	J. C. Foster
H. E. McGehee	H. H. Boone	H. M. Wright
J. A. McAdams	G. B. Donald	C. R. Davis
K. J. Davis	J. N. Anderson	G. J. Krecke
C. E. Hammons	E. C. Mitchell	A. B. Chambers
L. H. Beavers	D. L. Stattenpohl	D. K. Petty
D. W. Miller	L. R. Mohn	C. K. Tyler
A. A. Harris	W. E. Nettoms	C. R. Price
A. D. Smith	H. L. Bolton	

Those listed below are detailed to Atlanta Fire Houses, Night Shift, 8 P. M. to 8 A. M.

Sgt. J. R. Shattles	M. M. Mayfield	R. McKibben
C. B. Biore	J. M. Chandler	F. D. Echols
L. V. Oxford	M. D. Bozeman	J. P. Smith
A. Tucker	B. L. Cathoun	V. S. Graham
W. T. Partin	G. D. Harrison	J. J. Cooke
U. J. Dye	A. H. Kennemere	F. C. McIntyre
G. W. Pierce	J. A. Prince	R. L. Smith
R. H. Tweedell	R. M. Kelly	J. W. Doherty
B. R. Sandlin	C. R. Walton	C. B. Wooster
R. E. Avery	R. B. Barfield	E. C. Lee
A. L. Cardell	E. H. Lyons	

Those listed below are assigned as the Atlanta Fire Department Security Squad:

Capt. E. O. Mullen in charge.

Lt. R. P. McGee	R. H. Sumpter	W. H. Everett
Sgt. E. A. Samples	B. O. Tollison	N. A. Davis
W. J. Moss	W. H. Byrd	R. H. Simmons
M. E. Horton	A. D. Laughlin	B. F. Peppers
D. E. Brown	G. F. MacManus	L. D. Howard
C. E. Ferguson	R. E. McElreath	

All those listed above will work 12 hours a day, 7 days a week, until further notice.

Herbert T. Jenkins
Chief of Police

HERBERT T. JENKINS, Chief of Police

By: *Gertrude Pasley*

ATLANTA POLICE DEPARTMENT

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

Bulletin #19-172

Atlanta, Georgia

Monday
September 5, 1966

ITEM

SPECIAL ORDER NO. 412

September 5, 1966

Effective immediately, those listed below are detailed to the Atlanta Fire Department, to be assigned by Chief C. H. Hildebrand:

Sgt. R. P. Dupree	W. F. Dailey
Sgt. M. E. Moon	G. W. Coffee
J. R. Johnston	W. L. Vaughn
W. M. Cochran	

Those listed below are detailed to Atlanta Fire Houses, Day Shift, 8 A. M. to 8 P. M.

Sgt. B. J. Stecher	G. L. McGraw	T. M. King
R. F. Guy	C. O. Anderson	W. H. Shepherd
R. T. Williams	C. E. Thrasher	J. C. Foster
H. E. McGehee	H. H. Boone	H. M. Wright
J. A. McAdams	G. B. Donald	C. R. Davis
K. J. Davis	J. N. Anderson	G. J. Krecko
C. E. Hammons	E. C. Mitchell	A. B. Chambers
L. H. Beavers	D. L. Steffenpohl	D. K. Petty
D. W. Miller	L. R. Mohn	C. K. Tyler
A. A. Harris	W. E. Nelloms	C. R. Price
A. D. Smith	H. L. Bolton	

Those listed below are detailed to Atlanta Fire Houses, Night Shift, 8 PM to 8 AM

Sgt. J. R. Shattles	M. M. Mayfield	R. McKibben
C. B. Biore	J. M. Chandler	F. D. Echols
L. V. Oxford	M. D. Bozeman	J. P. Smith
A. Tucker	B. L. Calhoun	V. S. Graham
W. T. Partin	G. D. Harrison	J. J. Coeke
U. J. Dye	A. H. Kennemore	F. C. McIntyre
G. W. Pierce	J. A. Prince	R. L. Smith
R. H. Tweedell	R. M. Kelly	J. W. Doherty
B. R. Sandlin	C. R. Walton	C. B. Wooster
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A. L. Cardell	E. H. Lyons	

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H. T. Jenkins
Chief of Police

HERBERT T. JENKINS, Chief of Police

By: *Gertrude Pasley*

RESOLUTION
BY ALDERMAN FARRIS and ALDERMAN KNIGHT

WHEREAS, some members of the Atlanta Fire Department have recently engaged in a strike against the City of Atlanta, and

WHEREAS, negotiations with the striking firemen have been carried on by the Mayor, members of the Board of Firemasters and other city officials, and

WHEREAS, as a result of the negotiations, the striking firemen have returned to work and the city has dismissed its pending legal proceedings against the striking firemen, and

WHEREAS, it is recognized that the desires of all the members of the Fire Department relative to wages and hours should be inquired into and decisions relative to improvement be reached, and

WHEREAS, the Mayor is requesting approval of the Board of Aldermen that a mediator or fact finding group be appointed on a basis mutually satisfactory to the city and the firemen:

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED BY THE MAYOR AND BOARD OF ALDERMEN that:

1. In accordance with the agreement reached, the Mayor be authorized to enter into an agreement with the firemen in the selection, choice and designation of a mediator, either in the person of one individual or in the form of a fact finding committee consisting of several individuals; the duties of which mediator or fact finding group shall be to make inquiry and investigation into the wages and hours of employment of all members of the Atlanta Fire Department and to make recommendations as to changes looking toward improvement of wages and hours of all firemen in keeping with the financial ability of the city;
2. That the report of the mediator or fact finding group be furnished to all firemen and to the city and that it also be made public;
3. That the cost of employment of such mediator or fact finding committee be borne by the City of Atlanta.



CITY OF ATLANTA

IVAN ALLEN, JR., MAYOR
R. EARL LANDERS, Administrative Assistant
MRS. ANN M. MOSES, Executive Secretary
DAN E. SWEAT, JR., Director of Governmental Liaison

NEWS RELEASE

CITY HALL ATLANTA, GA. 30303

Tel. 522-4463 Area Code 404

STATEMENT BY MAYOR IVAN ALLEN; ALDERMAN WILLIAM T. KNIGHT, CHAIRMAN, BOARD OF FIREMASTERS; AND CHIEF C. H. HILDEBRAND, ATLANTA FIRE DEPARTMENT -- THURSDAY, JUNE 9, 1966, 11:30 A. M.

More than 500 Atlanta firemen continue to refuse to report for duty as directed by order of the Fulton Superior Court and by the authorities of the City of Atlanta and the Atlanta Fire Department. The City Attorney's office has asked the Court this morning to cite the Atlanta Firefighters Union, Independent, and its principal officers, J. I. Martin and Leonard Styron, for civil contempt and failure to return to duty as ordered.

The City of Atlanta has made every attempt to resolve the present dilemma with the members of the Fire Department through these men who are the representatives of the striking firemen. We have done as much as is possible under the laws governing the City of Atlanta.

The Union leaders and striking firemen have shown an utter contempt for the laws of the State of Georgia and the authority of the City of Atlanta. They have also shown a reckless disregard for the property and lives of the citizens of this city.

We can no longer tolerate action which places in jeopardy the thousands of lives and millions of dollars of property which these men are under sworn oath to protect. Therefore, we are directing all employees of the Atlanta Fire Department who wish to remain as employees of the City to report to duty on their normal shifts no later than 8:00 a.m. Saturday. Failure to report will be considered a violation of the City's Civil Service Law and

will be used as the basis of charges to be preferred for inattention to or dereliction of duty. Employees failing to report will be suspended by the Chief pending the hearings and action will be taken to fill those positions which remain vacant. We urge these employees to consider their responsibilities to the people of Atlanta and to their own families. Loss of income and the placing in jeopardy of many years of retirement rights and other accumulated benefits is a serious and foolish gamble they are taking by refusing to return to their posts.

The City officials have met with the leaders of the Union in good faith. These leaders have stated that they have asked the firemen to obey the legal authority of the Court and return to their stations but there has been no response to this request from the Union leadership. Apparently, there are no lines of communications now open with Union authority accepted by its members.

Capt. Martin and Capt. Styron apparently have no control over the striking members because their request has been ignored. These two men also have failed to comply with their own request and have not reported to their duty stations.

We trust that the members of the Fire Department, many of whom have worked long years of dedicated service, will consider their responsibilities and obligations to the City, the laws of our State, and to their families and return to work as directed.



CITY OF ATLANTA

NEWS RELEASE

IVAN ALLEN, JR., MAYOR
R. EARL LANDERS, Administrative Assistant
MRS. ANN M. MOSES, Executive Secretary
DAN E. SWEAT, JR., Director of Governmental Liaison

CITY HALL ATLANTA, GA. 30303

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NEW UNION MILIT.

Grumbling Firemen S

By RALEIGH BRYANS

A number — evidently a large number — of disgruntled Atlanta firemen have defected from their old union to join a new "independent" union that is exhibiting militancy and is seeking greater wage gains for them.

The new union is now pressuring city officials to recognize it as negotiating agent for firemen with an apparent threat that firemen will take extraordinary action on their own if officials do not.

The union is Atlanta Firefighters Union, Inc., independent. Its attorney and business representative, Robert L. Mitchell, voiced this apparent threat in a May 16 letter addressed to Alderman W. T. Knight, chairman of the city's Board of Firemasters.

MR. MITCHELL stated that "if negotiations are not commenced immediately, then the members of this union will have no choice but to promulgate their own working rules, which will be placed into effect immediately."

In the same letter, Mr. Mitchell gave Mr. Knight what was the first information any responsible city official had received regarding the nature of the wage and hour demands the new union is making.

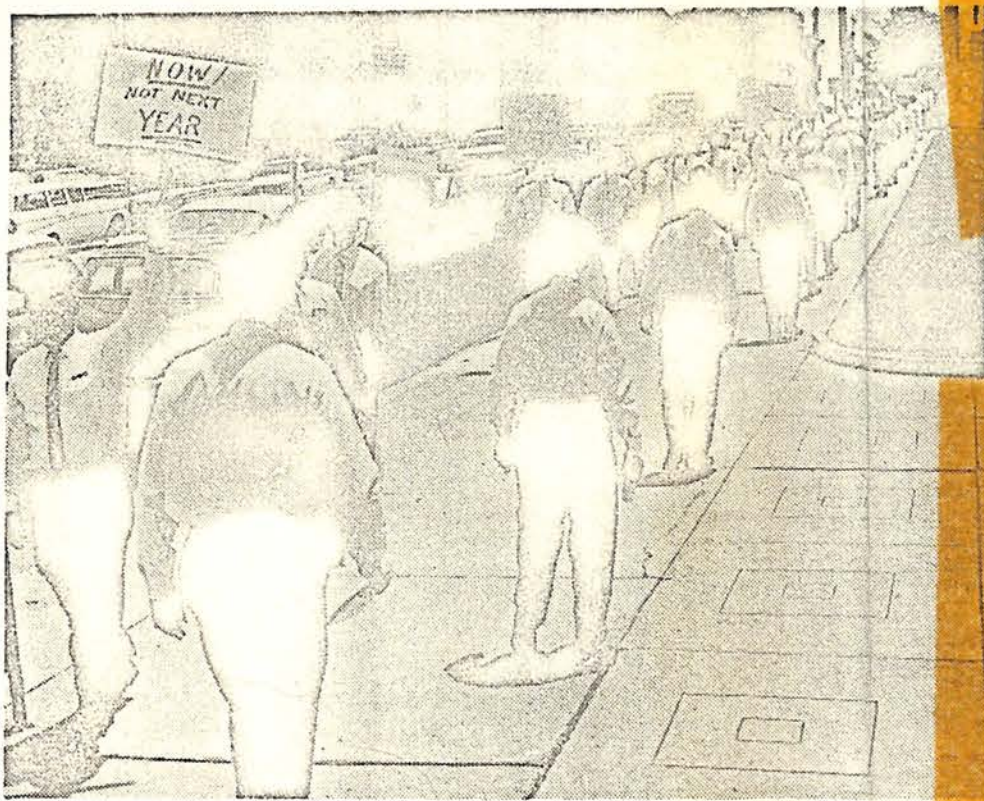
"Upon behalf of the Atlanta firemen," wrote Mr. Mitchell, "we are willing to agree at this time to a 56-hour week coupled with a \$100 per month wage increase for each fireman on a one-year basis."

The demand for a 56-hour work week is not new. It was the major demand made at the start of 1965 by firemen when they were represented by their old union, Local 134, International Association of Firefighters, AFL-CIO.

But brand-new is the new union's demand for a \$100 per month wage increase. And new, and extraordinary, is the union representative's giveaway that his organization is contemplating a one-year union-city contract. City annals do not reflect any precedent for such a contract.

THE PRESIDENT of the new union, Capt. J. T. Martin, complained Tuesday, while leading a group of firemen who picketed City Hall, that Mayor Allen and other city officials had given the union the "old run-around" when it had sought recognition.

City officials contend this is not the case. However, they do make it clear that circumstances are making it difficult for them to decide whether to recognize the new union. The old firemen's union is vying to keep its position as spokesman



Staff Photo—Charles Pugh

ATLANTA CITY HALL GETS PICKETS AS FIREMEN SEEK INCREASE IN PAY
Placards Ask for Immediate Action Concerning Pay and Working Hours

charter to officials of AFL-CIO. The new union was formed, according to Capt. Martin, on April 19. This, judging by Mr. McIver's newsletter, must have followed a Local 134 meeting at which members expressed their disenchantment and indicated their plans to defect from the local.

There have been persistent, but strictly unconfirmed, rumors that Capt. Martin's new union is oriented to the Teamsters Union. Hearsay has it that the Teamsters Union did send in organizers to lure firemen into a Teamsters' affiliate but did not succeed in that. But firemen may have had help from Teamsters organizers in forming their "independent" union. That, again, is rumor.

The disgruntlement of city firemen came to a head this year as they had for a number of years firemen at budget-making time had pressured the aldermanic finance committee to shorten the fire department work week. The finance committee declined this, saying the city budget was too tight.

THROUGH LOCAL 134, firemen subsequently mounted an aggressive campaign to persuade aldermen to change their minds. They appeared at City Hall in great numbers when the finance committee accorded them a special hearing. But they were told, finally, on March 21, that the committee's position still was the same — there just wasn't money enough available.

They did get a solemn pledge from the full Board of Aldermen and Mayor Allen that their request for a shorter work week

The city's present position has been laid down by Mayor Allen's administrative assistant, Earl Landers. This position, quite candidly, is that city leaders do not share firemen's evident strong belief that they have been badly treated at the city budget table. This, interestingly, is a position taken by Local 134 President McIver in his April newsletter.

MR. LANDERS (as did Mr. McIver) details improved wage and other benefits which have accrued to firemen in the six-year period between in 1960 and this year.

In these six years, firemen have received six increment pay increases. These increment increases did not come in one a year, however. In 1960, they, together with city policemen, were granted a two-increment increase, while other city employes got one. In 1962 they got a second two-increment increase along with all other city employes. In 1965 and again in 1966, they benefitted from one-increment general increases.

The impact of the six recent increment increases for pri-

vates in the fire department was that their monthly pay rose from \$403 in 1960 to \$497 in 1966, or 23.3 per cent. In the same six years, firemen's 25-year service pensions increased from \$150 a month to \$227.50, or 61.6 per cent. Their 35-year service pensions rose from \$200 a month to \$295.80 a month, or 47.9 per cent. Their line-of-duty disability pensions rose from \$150 a month to \$323.05 a month, or 115 per cent. And widow's benefits on disability pensions rose from \$112.50 a month to \$242.28 a month, or 115 per cent again.

MR. LANDERS points out that wage and pension increases accorded firemen have boosted the annual fire department appropriations from \$3,765,955 in 1960 to \$5,247,678 in 1966, or an aggregate of \$1,581,734. This, he says, is the equivalent of more than one mill of taxation, based on the 1965 tax digest. He indicates the city feels it is meaningful to local taxpayers that the six-year \$1,581,734 increase in outlays for firemen's salaries and pensions was realized without a tax increase.

THE PRESIDENT of the new union, Capt. J. T. Martin, complained Tuesday, while leading a group of firemen who picketed City Hall, that Mayor Allen and other city officials had given the union the "old run-around" when it had sought recognition.

City officials contend this is not the case. However, they do make it clear that circumstances are making it difficult for them to decide whether to recognize the new union. The old firemen's union is vying to keep its position as spokesman for firemen.

"This resolves itself into a contest between two groups who claim they are representing the members of the fire department," says Mayor Allen.

If the claims of its president are to be accepted, the new union has laid hold of a sizable majority of the men in the fire department. Capt. Martin said Tuesday that 550 of 718 "eligible men" in the department are members of his union. (Officially, there are 726 firefighters.)

On the other hand, the president of the old AFL-CIO firemen's union has said in a newsletter published recently that "there will always be a Local 134, International Association of Firefighters," and that the old union is still very much in business.

RADIOMAN JIMMY McIVER disputed reports — reports apparently circulated by members of the new competing union — that Local 134 has turned in its

THROUGH LOCAL 134, firemen subsequently mounted an aggressive campaign to persuade aldermen to change their minds. They appeared at City Hall in great numbers when the finance committee accorded them a special hearing. But they were told, finally, on March 21, that the committee's position still was the same — there just wasn't money enough available.

They did get a solemn pledge from the full Board of Aldermen and Mayor Allen that their request for a shorter work week will receive first priority, above all other budget requests, when the city budget for 1967 is being fixed this fall and winter.

WHAT FIREMEN demanded, back in January and again in March was a reduction of their work week from 60 hours to 56 hours and time-and-a-half overtime pay for any work they performed beyond the 40 hours that most other city employees work. This would have cost the city \$1.1 million, according to City Comptroller Charles L. Davis.

The finance committee's, and the city administration's, position at the time was that the 1966 budget was the tightest in years. This was in large part the case, finance officials insisted, because the budget included a one-step pay raise for all city personnel — firemen included. The firemen's demands, said city officials, could only be met by raising the city's ad valorem tax rate. This latter the city administration was unwilling to contemplate.

Seek Wage Hike

In newspaper advertisements they have run, and in leaflets they have distributed about town, the firemen members of the new union have expressed sharp bitterness not only with their 60-hour work week but with existing pay scales, no matter how improved since 1960.

"If you were working 50 hours one week and 70 hours the next for \$1.55 per hour, you would do one of two things: Demand better working conditions or resign," reads one leaflet.

The \$1.55 per hour figure is cited as a minimum, and elsewhere, \$1.91 per hour is cited as the maximum. The leaflet includes a statement by the firemen's union that 125 firemen did quit the fire department last year "because they couldn't make enough 'moonlighting' to supplement their poor salary as firemen to support their families."

IN THEIR RECENT actions — their breakaway from their old union, their picketing, their efforts to enlist news media in their fight, their vigorously-waged telephone campaigns against City Hall — the firemen leave little doubt about the depth of their disgruntlement, or about their willingness to go to extreme means to obtain satisfaction of their demands. Their anger may well bode troublesome days ahead for officials at City Hall and for the general public in Atlanta.

Nonetheless, Mr. Landers — and here he speaks with full authority from Mayor Allen — sets out to put the firemen's complaints in perspective.

1 — Low wages prevail throughout the city government, so that firemen, in this regard, are not in a unique position. As already indicated, firemen actually fared better — six incremental increases to five — than the bulk of city employees did in the 1960-66 period. The city is acutely aware that it must improve city salaries generally or it will not be in a position to compete with private enterprise for able employees. To this end, it has retained the Public Administration Service, a Chicago management consultants firm, to do a study of its salary schedules. This will be completed by this fall and will be used as the basis for probable general wage adjustments at the turn of the next year.

2 — The wages and hours prevailing in the Atlanta Fire Department compare well with those in other cities, whether in Georgia, in the Southeast, or the nation as a whole. The minimum annual salary of an Atlanta fireman is the highest of any in six Georgia cities — Atlanta, Columbus, Savannah, Albany, Augusta and Macon. It is \$4,641. The average for the six Georgia cities, with Atlanta's figured in, is \$4,163. The 60-hour work week prevailing in Atlanta stands alone among the six cities. In all the others, a 72-hour work week prevails.

THE ATLANTA minimum also exceeds the average for 17 ma-

for Southeastern cities (New Orleans, Atlanta, Birmingham, Louisville, Memphis, Miami, Nashville, Norfolk, Little Rock, Mobile, Montgomery and Richmond). The average for these cities is \$4,316. Among these cities, four pay a slightly higher minimum than Atlanta, as follows: Birmingham, \$4,716 (the highest); Miami, \$4,680; Nashville, \$4,680, and Norfolk, \$4,680. Seven of the 17 cities have a 56-hour work week for firemen; four, including Atlanta, have a 60-hour work week; the remainder have either 72- or 78-hour work weeks. In 13 of the 17 cities, firemen work a 2 $\frac{1}{2}$ -hours-on, 24-hours-off basis.

Atlanta compares less well with what major cities in its population class are doing. The cities, besides Atlanta, are Buffalo, Pittsburgh, Seattle, Columbus, Denver, Indianapolis, Kansas City, Memphis, Minneapolis and Phoenix. The Atlanta minimum wage is the lowest. Seattle's is the highest, \$6,420. The average for the 11 cities, Atlanta included, is \$5,410. A 60-or-better work week prevails only in Minneapolis (60), Memphis (72), Indianapolis (63), Denver (68). Buffalo, with a 40-hour week, is lowest, Seattle next, with a 48-hour week. Pittsburgh has a 52-hour week, the rest, a 56-hour week.

3 — Some general clarification is needed of conditions that prevail in the Atlanta fire department. When one says firemen work a 60-hour week, it does not mean they work seven days a week. Actually, firemen work five days a week, then take two off.

Those on the day shift work 10 hours a shift; those on the night shift, 14 hours. Firemen who have the day shift one week will work the longer night shift the following week. The five-days-on, two-days-off regime means, moreover, that firemen get 104 days off during the course of a year. And on top of that, they get 20 days of vacation time and time off for seven holidays. In terms of the fact that they are off duty 131 of the 365 days in a year, they may be inaccurate in the way they have figured their hourly wages. For example, the \$1.91 maximum hourly wage cited in their leaflet might more accurately be said to be \$2.17. Firemen, in addition, are furnished free uniforms, and at their fire stations,

have quarters where they may sleep when there are no fire calls, and kitchens where on-duty-hour meals are cooked.

4 — It is untrue, as the new union has claimed, that 125 firemen resigned from the department last year to accept better jobs elsewhere. Actually, 58 firemen quit the department, and even so, eight of these were re-employed subsequently.

For Pugh
PAY

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FOR USE UPON RECEIPT

STATEMENT BY CHIEF C. H. HILDEBRAND
Atlanta Fire Department
Monday, September 5, 1966

The loyal members of the Atlanta Fire Department are providing fire protection for the citizens of Atlanta on a round the clock basis. They are working greatly extended hours over their normal work week of 60 hours. Of the 225 men on duty, the added hours has resulted in 40% more manpower. These men are well-trained and highly skilled, and are dedicated to protecting the people of Atlanta.

As a result of this increase in manpower, beginning Tuesday four additional fire stations will be put into service on a 24 hour basis. These four stations will be activated day by day.

Most of the surrounding governments have reaffirmed our long standing Mutual Assistance Pact of providing firemen and equipment should an emergency arise. I am most grateful for this added help.

In addition, the Atlanta Police Department has provided men at each firehouse to take over many non-firefighting responsibilities; thereby relieving our skilled men of those routine duties. In case of an emergency, other city employees are on a stand-by basis to render clean-up assistance. I know all people of Atlanta will join me in expressing appreciation for this cooperation.

Beginning Tuesday morning, the Personnel Department is accelerating its efforts to recruit people for the vacant positions in the Fire Department. Information concerning these jobs can be obtained by calling the Personnel Director at 522-4463.

The City of Atlanta is well protected under this emergency condition, and I wish to assure every citizen that this protection will continue and improve daily.

Aug. mo. camp
455-460
after 9-1-1968
Aug. mo. camp
— pes mo.

STATUS REPORT

ATLANTA FIRE DEPARTMENT

SEPTEMBER 7, 1966
10:00 A. M.

Three additional Fire Stations will be placed in operation today. This will bring the total to 19 out of 32. Three previously unmanned stations were returned to the line on Tuesday upping the total as of Wednesday morning to 16.

The total number of personnel has increased to 240 as of 10:00 a. m.

7:30 p.m. Fifty-seven applications were processed from persons seeking employment as Firefighters and 21 have ^{*Completed*} passed all the requirements as of ~~8:00 p.m.~~, Tuesday. The Personnel Office began processing additional applicants at 8:00 a. m. Wednesday and will remain open each night this week until ~~8:00 p.m.~~
7:30

There have been 456 Firemen suspended. Approximately 100 of these are probationary Firefighters and the disposition of their suspensions will be handled by the Chief of the Fire Department under the City's Merit System Rules and Regulations. The remaining 356 suspended employees have been cited to go before the Board of Firemasters and hearings will begin the week of September 19.

STATUS REPORT
ATLANTA FIRE DEPARTMENT

SEPTEMBER 7, 1966
10:00 A. M.

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THE TOTAL NUMBER OF PERSONNEL HAS INCREASED TO 240 AS OF 10:00 A. M.

FIFTY-SEVEN APPLICATIONS WERE PROCESSED FROM PERSONS SEEKING EMPLOYMENT AS FIREFIGHTERS AND 21 HAVE COMPLETED ALL THE REQUIREMENTS AS OF 7:30 P. M., TUESDAY. THE PERSONNEL OFFICE BEGAN PROCESSING ADDITIONAL APPLICANTS AT 8:00 A. M., WEDNESDAY AND WILL REMAIN OPEN EACH NIGHT THIS WEEK UNTIL 7:30 P. M.

THERE HAVE BEEN 456 FIREMEN SUSPENDED. APPROXIMATELY 100 OF THESE ARE PROBATIONARY FIREFIGHTERS AND THE DISPOSITION OF THEIR SUSPENSIONS WILL

PAGE TWO

BE HANDLED BY THE CHIEF OF THE FIRE DEPARTMENT UNDER THE CITY'S MERIT SYSTEM RULES AND REGULATIONS. THE REMAINING 356 SUSPENDED EMPLOYEES HAVE BEEN CITED TO GO BEFORE THE BOARD OF FIREMASTERS AND HEARINGS WILL BEGIN THE WEEK OF SEPTEMBER 19.

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ATLANTA FIRE DEPARTMENT STATION STATUS REPORT

Wednesday, June 8, 1966
4:00 p. m.

Station Number	Minimum Manpower Requirement	Number Present at 4 p. m.	Number Present at 6 p. m.
* 1	9	10	
2	4	0	
3	4	4	
x* 4	10	12	
* 5	4	6	
6	4	0	
* 7	8	7	
* 8	8	6	
9	4	6	
x* 10	10	10	
x* 11	10	12	
* 12	8	6	
13	4	4	
14	4	3	
15	4	4	
* 16	8	4	
x 17	7	5	
18	4	4	
19	4	3	

Station Number	Minimum Manpower Requirement	Number Present at 4 p. m.	Number Present at 6 p. m.
20	4	5	
* 21	8	5	
22	4	2	
x* 23	10	8	
(x) 24	8	9	
* 25	8	4	
26	4	2	
* 27	8	5	
28	4	2	
* 29	8	8	
* 30	8	0	
31	4	4	
32	4	3	

* - Double Company (Engine and Ladder Truck)

x - Chief Car Present Plus Engine and Truck

(x) - Airport

CITY OF ATLANTA

CITY HALL ATLANTA, GA. 30303

Tel. 522-4463 Area Code 404

IVAN ALLEN, JR., MAYOR

R. EARL LANDERS, Administrative Assistant
MRS. ANN M. MOSES, Executive Secretary
DAN E. SWEAT, JR., Director of Governmental Liaison

June 29, 1966

Mr. Joseph Jacobs, Attorney
Wigwam Building
160 Central Avenue, S. W.
Atlanta, Georgia

Dear Mr. Jacobs:

I have your letter of June 15. Though I have not been with the City during the whole of the twenty year period you refer to in your letter, my information is that the American Federation of State, County and Municipal Employees has had a pleasant relationship with the City for a long time and a number of the City employees are members..

The resolving of differences between the City and its employees has not been difficult in the past. The Mayor and Board of Aldermen have always been sympathetic to the salary needs of City employees, as well as to hours, working conditions and other employee benefits.

I am sure you agree that we have made much progress in all areas. The ever present problem of raising sufficient income from public sources to enable the City to pay our employees what we would really like and what they deserve will always be with us.

With the continued cooperation of the City employees and AFSC & ME, AFL-CIO, I am sure we can always make progress. We shall be pleased to continue to work as we have in the past with AFSC & ME, AFL-CIO.

The Civil Service Act is in effect a strong contract between the employees and the City government, the terms of which are

Mr. Jacobs
Page Two
June 29, 1966

spelled out in law. Wages, hours, employee benefits, including vacation, sick leave, life insurance, hospitalization insurance and retirement, are set forth in the City Charter or City ordinances adopted by the Mayor and Board of Aldermen under the procedures established by law.

It is my understanding that the Personnel Board and the Personnel Director always have been available to meet with the union's representatives and to receive information concerning employee benefits. They assure me that their relations with representatives of AFSC & ME, AFL-CIO, always have been most cordial and that they will continue to be available to discuss with these representatives any problems that arise in connection with City employees and any employee benefits proposed.

I am sure that the City Personnel Director, Carl Sutherland, will be glad to work with you in the establishment of an orderly procedure to be followed.

The City prefers for the unions to speak for their members in making known to City officials their desires, suggestions and aspirations for the City and their work with it. This information is invaluable in enabling us to intelligently seek to improve the condition of our employees and to go to the public with the proper arguments in favor of increased taxation which continues as you know to be the source of municipal income.

The City Personnel Department is the City's agency for such matters. Of course, the Personnel Board's recommendations will come to the Mayor and Board of Aldermen in matters involving pay and hours of work.

Mr. Jacobs
Page Three
June 29, 1966

I appreciate very much your letter and hope that this reply makes sufficiently clear to you the policy of the City.

Sincerely,

Ivan Allen, Jr.
Mayor

IAJr:fy

cc: Personnel Board
General Carl Sutherland
Mr. Henry Bowden

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 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,

September 1, 1966

DRAFT

Dear Captain Martin:

For the last five months we have been in almost constant communications in an effort to reach a satisfactory and equitable solution to the problems of pay and work hours of the members of the Atlanta Fire Department.

The Board of Aldermen and its responsible committees, the Personnel Board, the Office of the Mayor, and an outside mediator have given full consideration and courtesy to you and your colleagues in the Fire Department in response to your requests for improvements in your working hours and pay scales.

We have also given consideration to the plight of all city employees and took positive steps earlier in the year to produce adequate pay and reasonable hours for every employee through a comprehensive study of pay classification by the Public Administration Service.

Page Two

Further, we have of necessity and public responsibility, given consideration to the citizens of Atlanta, for whom we have a legal and moral responsibility to operate the City government within the framework of the legal and political charter and ordinances of the City.

During this period of time, the citizens of Atlanta and the City government have been subjected to a serious and illegal walkout, constant public threats and intimidation of strikes and other unwarranted and undeserved charges by you and the Firemen you represent. In contrast, the City has observed at all times a dignified, sympathetic, honest and fair attitude toward the Firemen and their demands.

In the illegal strike in June, the Fulton Superior Court ordered the Firemen to return to work. The order of the Court was ignored and it was necessary for the City government to ask for contempt proceedings against the striking Firemen. At the request of the Firemen, the City agreed to withdraw the Court action without prejudice and with no recriminations. This agreement has been kept.

At the further request of the Firemen, the City agreed to the joint appointment of an impartial outside mediator to weigh all the facts and make a recommendation on the basis of evidence. Dr. Edwin Harrison,

Page Three

the choice of the Firemen, was chosen and subsequently rendered an impartial report which you fully rejected.

Following your rejection of the impartial report and recommendation, the full scope and authority of the City government was put at your disposal. You have met with the Board of Firemasters, the Personnel Board, the Finance Committee and the Public Administration Service personnel consultants. They were all made available to you without prejudice and with full courtesy.

I am firmly convinced and assure you that we have explored every avenue within the legal bounds of public authority to find the ways and means to assure the Firemen of the good faith of their elected government.

In view of all the preceding action it is my intention to proceed along the following lines if the Firemen remain at work in good faith until the City can take appropriation action following completion of the PAS report about September 15 and subsequent results in the new budget which will go into effect on January 1, 1967:

Page Four

1. I will recommend to the Finance Committee that emergency funds from the salary account balance be used to initiate hiring and training of additional Fire Department personnel on October 1, so that trained personnel will be available to implement the 56-hour work week on January 1, 1967.

2. I will further recommend that the balance of the excess salary account be utilized to implement a pay scale of one and one-half time for hours worked in excess of 56 hours per week beginning October 1 and extending through the end of the year.

I sincerely hope and trust that the Firemen will not take any overt action in conflict with their oath of office or with their moral responsibility to their city and against the legal order of the Court which has instructed them that they do not have the right to walk off their jobs or to strike.

The Firemen do not have the right to strike against the public interest of this city.

In the event of any strike proceeding, the City has no choice but to attempt to secure a restraining order and an order to return to

Page Five

work if a strike exists. Failure to obey the no-strike order would result in contempt proceedings. In the event this should happen the City shall immediately declare all vacated jobs open and attempt to fill them with qualified personnel who will accept their responsibilities and uphold their oaths to provide full fire protection to the citizens of Atlanta.

I urge you to persuade the Firemen to remain on the job, help rebuild the morale of the Department and help those of us who are seeking an honest solution to their problem, find the means with which to resolve it.

To those men who are not willing to follow a reasonable course, I would point out that it is their responsibility to advise the City of their intentions to resign and to submit their resignations at the proper time, giving the City a reasonable notice in order that a qualified replacement can be secured.

I hope you and all the Firemen of Atlanta will accept your responsibilities and fulfill your duties in good faith as we seek a final solution.

Sincerely,

September 7, 1966

MEMO from Chief Hildebrand:

Yesterday there were 16 fire stations in operation, before the end of today there will be 19 in operation.

Total complement of personnel: 240

There have been 456 people suspended . . . approximately 100 of these are probationary people and will be handled by the Chief of the Fire Department. The remaining 356 people cited to go before the Board of Firemasters will have trials beginning the week of September 19th and continuing each day of that week (September 19th - 23rd). There will probably be more added to this list of 456 people.

Carl Sutherland

8 - 7 white - 1 negro

Tuesday

57 app.

21 passed

*3 back by reemployment
effluent men*

*8 added to force in
last 24 -*

June 8, 1966

MEMORANDUM

To: Mayor Ivan Allen, Jr.

From: Dan Sweat

Subject: Fire Department Status Report
4:00 p.m., Wednesday, June 8, 1966

As of 4:00 p.m. 163 firefighters were on the job at all but three of the City's fire stations. The three unmanned stations are No. 6 at Boulevard and Auburn Avenue; No. 2 at Lakewood Avenue; and No. 30 at Cleveland Avenue and Macon Drive.

Men on duty in the stations include 12 from the Fire Prevention Bureau who are qualified firefighters and have served duty on the line.

We were extremely lucky in having only one fire during the night Tuesday. There were 31 false alarms. As of 4:00 p.m. there were only 6 alarms -- none of any significance with the longest call being of 27 minutes duration.

Attached is a chart showing the minimum manpower requirements and the number of assigned firefighters as of 4:00 p.m.

DS:fy

ATLANTA NEEDS FIRE FIGHTERS!

BEGIN A CAREER NOW!

- AGE 18-35* . \$403 PER MO. PLUS UNIFORMS (AT LEAST \$438 JANUARY 1967)
- TIME AND A HALF FOR ALL OVERTIME WORK.
- AUTOMATIC SALARY INCREASES AND MERIT PROMOTIONS
- 20 DAYS VACATION; 30 DAYS SICK LEAVE
- PAID ANNUAL MILITARY LEAVE FOR RESERVISTS & NATIONAL GUARDSMEN, IN ADDITION TO VACATION
- RETIREMENT AT 55 AVERAGING \$350 A MONTH PLUS GENEROUS BENEFITS FOR DEPENDENTS; ALSO STATE PENSION OF \$75 AT 60.
- HOSPITALIZATION & LIFE INSURANCE AT LOW RATES
- NO RESIDENCE REQUIREMENTS BEFORE OR AFTER EMPLOYMENT
- IMMEDIATE EMPLOYMENT!

APPLY: PERSONNEL DEPARTMENT, CITY HALL ANNEX, 260 CENTRAL AVENUE, S.W., ATLANTA, GA 30303
522-4463, EXTENSION 267

* EXPERIENCED MEN UP TO 40 WILL BE CONSIDERED.

Chief Hildebrand reports that ^{with} ~~the~~ addition of some fire fighting personnel ^{who} ~~are~~ have returned from vacation, an additional fire station was open ^{ed} last night and that two more will be open ^{ed} today. ~~Other stations will be open ^{ed} as additional men become available.~~ 235 now are ~~staying~~ on the job.

2. More than 200 of the ^{men} ~~Firemen~~ on strike have less than 5 years of service. Of these approximately 100 have been in the Fire Department less than twelve months ~~and still are on probation.~~ 19 were employed within the past 30 days.

1. Practically all of the Firemen ~~who are~~ staying on the job are experienced men with more than five years of service. This ~~fact~~ makes the rebuilding job easier.

Already the City Personnel Department is examining applicants for fire fighting jobs. Five men were examined Labor Day. As news of the many job opportunities becomes known throughout the State, I expect large numbers of applicants. Fortunately the loyal Firemen who are staying on the job have pledged to work as many hours overtime as necessary until we recruit a sufficient number of men to restore normal working hours.

3. Now is ^{the} ~~an~~ excellent time for young men seeking a career in fire fighting to apply to the Personnel Department. The starting pay of \$403 a month will advance January 1, 1967, to at least \$438. Uniforms are furnished. Automatic salary increases are granted annually for five years. After ~~that~~, three longevity increases are granted, one each five years for men not promoted in the meantime.

~~One of the Present Captains~~
Captain J. W. Martin's present pay is \$612 a month. January 1, it will go to \$693, and ultimately it will advance to ~~\$765~~ ^{\$743}, or \$9,432 a year. Opportunities for promotion exceed those in other City departments because of the large number of officers required.

Firemen get 20 days vacation yearly and are allowed 30 days sick leave.

The retirement benefits are outstanding. Under the pay rates to become effective January 1, 1967, the City's retirement plan will provide more than \$350 pension at age 55 for the average Fire Private plus generous benefits for his widow and dependent children. Of course, an officer receives a larger pension. Also, every Fireman is eligible for membership in the Georgia Firemen's Retirement plan which provides \$75 a month at age 60.

Hospitalization and life insurance are available at group rates.

A Fireman in uniform even has free transportation on the public transit system.

There are no residence requirements.

Applicants ages 18 to 35 should report to the City Personnel Department at 260 Central Avenue, S. W. Men with fire fighting experience will be considered up to age 40.

Man Sweat

9-8

1. All citations will be mailed during this day
2. Total suspensions to date 467
3. Probation personnel have been dismissed approx 100
4. Board of Fire Masters meetings for hearings Sept 19-23.
5. 19 Stations open of 32 = 60% of norm.
6. Total personnel for both shifts 244.
7. Personnel operating to-days shift 140 = 65% of norm.
8. Total alarms 6^{PM} to 8^{AM} last night.
17 alarms viz.
 - a. False 7
 - b. Auto 3
 - c. Rubbish + Woods 3
 - d. Bldg fire 1
 - e. service calls 3

17

The city Personnel Department is now receiving and immediately processing applications for ~~fighters~~ fire fighters.

~~Our~~ Our office ~~will be~~ at City Hall 260 Central Avenue, S.W. will remain open until 7:30 p.m. each evening ~~to~~ to handle applications.

When all things are considered, ^{*} The job of a career fire fighter with the city of Atlanta is certainly worth considering.

A young man 18 years old with a high school education, receives a starting pay of \$403 a month. This will increase to at least \$438 on Jan. 1. Uniforms are furnished by the city. Automatic salary increases are granted each year for five years.

After that three longevity increases are granted, one each five years for men not promoted in the meantime.

When hours are reduced to 56 a week on Jan. 1, $\frac{1}{2}$ of all firemen will be officers. This will greatly increase opportunities for promotion.

As an example

~~to~~ a fire ~~fighter~~ ^{private} who is not promoted can earn a top pay of \$638 under the new scale Jan. 1.

~~for an example~~
Captain Martin, presently earns 612, and after 1st year 693.⁰⁰ but ultimately he could earn 9,432.⁰⁰ per year

Sgt = 605
610 - 693 JAN. 1.
81st man

Above average pay

Starting Salary \$4836.00 plus uniforms
will go to \$5256.00 JAN. 1, 1966

Average pay now \$5540.00
will be _____ JAN. 1, 1966

Time and a Half For all overtime work
Automatic salary increases and merit promotion

Hours

- 60-hour work week
56-hour week JAN. 1, 1966

Working Conditions

- Free dormitories
Kitchen facilities
• ~~Free meals on duty~~

TOP Salary
for regular firefighters
\$638
under scale
as of Jan 1.

① 1/2 will
be officers
on Jan 1.

Lt. \$782
max. sal.
Jan 1.
Capt. ~~max~~ \$786 a mo.
Jan 1.