pledged "to implement the policy of the AFL-CIO and the State of Oregon in the area of civil rights and fair employment practices."

To prove it meant business, the Oregon State Labor Council got together with the state's Fair Employment Practices Commission and the Apprenticeship Council to develop training opportunities for members of minority groups.

The State Apprenticeship Council publicizes the fact that all qualified people are equally eligible for apprenticeship training. It cooperates with the State Employment Service's testing department, union leaders and employer associations in the building and metal trade industries.

Here's how the program works. Chester Daniels, a Navy-trained machinist, went to the Apprenticeship Office when he came out of the service. He wanted to become a journeyman tool and die maker. Tool and die makers, badly needed in national defense work, are always in short supply.

It was carefully explained to Daniels that the apprenticeship program for this trade takes five years to complete. He was given expert counselling and directed to the State Employment Service for aptitude testing. It made no difference to anyone along the way that Chester Daniels was a Negro.

Daniels had a good education. His aptitude test proved him qualified to be a machinist. He soon found a job at the Screw Machine Products Company, a Portland firm with an excellent record under the state FEP law.

Still guided by an Apprenticeship Council field representative, he went before the local machinist trade apprenticeship committee, a group with equal representation from the machinists union and the metal trades association. The committee reviewed his tests and previous experience and found he had the makings of a good tool and die worker.

Chester Daniels was accepted into the apprenticeship training program, with a year's credit for his Navy experience. Under Public Law 550, he is using his veteran's benefits for on-the-job training and for evening classes at Benson Technical School.

In four years, Daniels will be a journeyman tool and die maker—because labor, management and the State of Oregon have learned to use teamwork to fight bias in employment.

Oregon's apprenticeship programs have opened the door for Orientals, Negroes and other minority groups, not only as tool and die makers, but also as optical technicians, auto mechanics, body and fender repairmen. carpenters and brickmasons.

Unfortunately, Oregon's quiet but effective program is not typical of the country as a whole. Lester B. Granger, executive secretary of the National Urban League, points out that Negro young people still cannot enter many apprenticeship programs, especially in the building trades. Even when they do manage to get the training they need, Negroes often can't get jobs in their chosen trades.

Boris Shishkin, director of the AFL-CIO Civil Rights Department, explains:

> The job of removing discrimination in training and the job of removing discrimination in employment must go hand in hand. They must be performed simultaneously. To realize the full potentials of the worker and his skill, fair training opportunities must be followed by productive and gainful employment, in which the worker will be able to make his best contribution to society.

The Building Trades Council of Louisville, Ky., has proved what *can* be done, with patience and willingness. Before the depression of the 1930's some Louisville unions rejected Negroes for membership because of the prejudices of contractors and white union members. When the Government started a number of construction projects to give work to the unemployed, the unions agreed to supply the labor. The Central Labor Council, the Building Trades Council, the local unions and the Urban League worked out an agree-