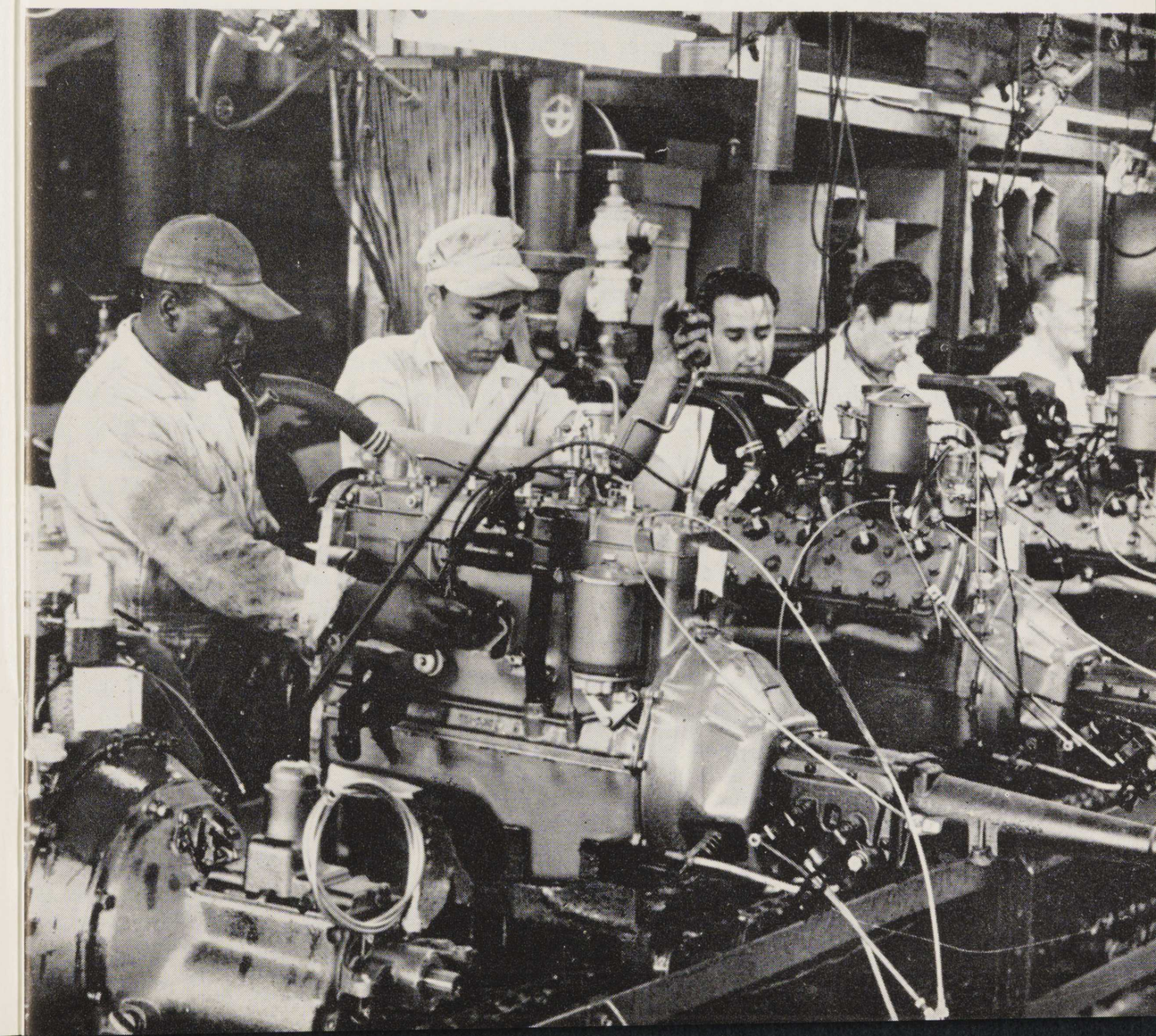
More than 20 years ago, the International Union of Hotel Employees set itself squarely against the Jim Crow practices of the industry. During its 1936 convention in Rochester, the delegates voted overwhelmingly to drop a section of the union bylaws which allowed separate colored locals to be formed. Instead, the union opened its ranks to all "competent persons working in the skilled crafts." The same convention voted to take in the Oriental workers on the Pacific Coast, who, in the past, had been forced to accept lower wages and poorer working conditions than the union demanded.

It was not easy, at first, for the union to convince the managers of many swank hotels to employ Negro maids. Today, however, white and colored maids work side by side in most of the nation's hotels.

Whenever the union detects systematic racial or religious discrimination, it fights back. Through contract provisions, off-the-record conferences with management and, in those localities where FEP machinery exists, through complaints filed with Commissions Against Discrimination, it has won great victories—for the union and *all* its members.

THE PRICE OF BROTHERHOOD

Today, most international unions include anti-discrimination clauses in their constitutions. Many have ably staffed civil rights and fair employment departments working to put democracy into action through contracts with management and educational programs for the membership.

But the United Automobile, Aircraft and Agricultural Implement Workers, AFL-CIO, is one union whose constitu-