

Success will not come easily. The record of the last century proves that man's rights do not become established by declaring them to be valid; logic and reason do not automatically prevail over bigotry.

Unions know this well, out of their own experience. Unions were created to fight against injustice. They were instruments of protest, deplored by public officials and much of the citizenry. They were often accused of flagrant civil disobedience.

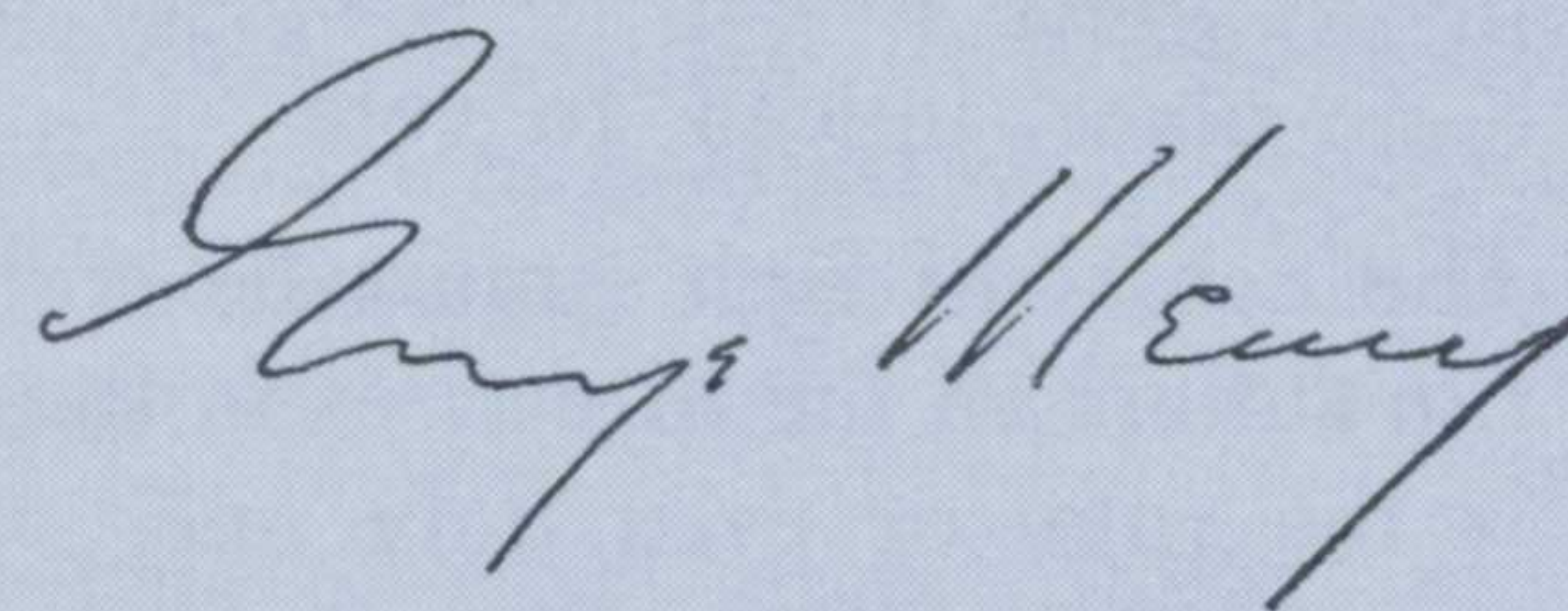
For example, many trade unionists no older than middle age can well remember when local ordinances or court injunctions forbade the holding of a union meeting, even on private property owned or rented by the union. The "right of the people peaceably to assemble" often had no local standing, despite the Constitution. Workers had no alternative; they followed the Constitution.

In the end the law was on their side. Local restrictions on the right of assembly were struck down by the Supreme Court. Civil disobedience has all but vanished as a trade union tactic because the rights of labor are now backed by the force of law. Surely the rights of man deserve no less.

It would be futile to pretend that the 13½ million members of AFL-CIO unions are without exception devoted to the cause of civil rights. They are a cross-section of America, and they reflect the diversity of the nation. But just as truly they reflect the American consensus. That consensus, expressed by AFL-CIO

conventions and by conventions of the affiliated national and international unions, is the basis for the AFL-CIO's determination to abolish all forms of discrimination.

The AFL-CIO constitution invites "all workers, without regard to race, creed, color or national origin to share in the full benefits of union organization." We are pledged in equal measure to see that all workers share fully in every other aspect of American life; for our cause is the brotherhood of workers and the brotherhood of man.

A handwritten signature in dark ink, appearing to read "Ray M. Henry". The signature is fluid and cursive, with a large initial "R" and a long, sweeping underline.