

The "Committee of 100"

IN SUPPORT OF THE NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.

Dear Friend:

If black workers, holding the same jobs they now have, were paid as much as whites for the same work, their incomes would rise by 27 percent according to a 1971 study by the Urban Institute. If they advanced in equal proportions to the better paying classifications, black income would increase an additional 45 percent. As the enclosed folder points out, 31% of black families existed below the poverty line in 1971 as contrasted with 10% of white families.

This is what the Legal Defense Fund's Battle for Job Equality is all about. It is a direct attack on economic discrimination against black workers -- prime cause of black poverty.

Take our current suits against the Fairfield Works of United States Steel, near Birmingham, Alabama. Although many blacks were traditionally hired at Fairfield, they were overwhelmingly employed in the lowest-paid jobs and, almost without exception, advanced through four classifications; whites were hired in the next classification above the top advancement spot for blacks.

Mose Clemon, father of LDF's attorney in one of the cases against Fairfield, worked for U. S. Steel for 30 years. When he died in 1969, he was still a bricklayer's helper. Although he did the work of a skilled bricklayer, he was never given the higher category -- or the higher pay.

Black workers at Fairfield formed an Ad Hoc Committee to seek fair treatment after the Steelworkers union, in 1962, signed a contract effectively stripping them of using years of service in "black" jobs for progression into higher categories of work. On their behalf, LDF sued U. S. Steel and the union in 1966, and the U. S. Department of Justice filed its suit charging Fairfield with discrimination in 1970.

After six year's delay, trial began last June in the Federal District Court of Northern Alabama and ended on December 8, 1972. Three of Alabama's leading black attorneys, including Mose Clemon's son, plus LDF national staffer Barry Goldstein, have spent countless hours preparing the complex evidence and trying the Fairfield cases in court. 439

(over, please)

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witnesses were heard; 987 exhibits were submitted in evidence; and the cost of stenographic court reporting alone exceeded \$28,500.

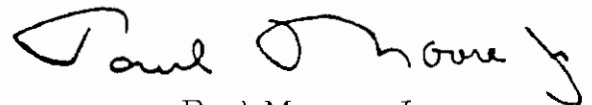
The Fairfield cases, involving a plant with 9,000 production employees, will almost certainly result in up-grading and increased earnings for thousands of black workers and may well bring about fairer practices in the steel industry generally. The cost to the Legal Defense Fund for such suits (we have 156 separate cases on our current Jobs Docket) runs to hundreds of thousands of dollars each year.

Yet this legal battle for job equality is basic to the attack on poverty -- poverty which costs the Nation billions annually.

Ending poverty may well be a task that is never finished. But that poverty which results from denial of jobs and refusal to promote -- affecting not only blacks but many other minority workers also -- can be dramatically reduced if we provide the support to maintain and expand LDF's Battle for Job Equality. I ask that you invest in this effort which can help us all.

Although large gifts of hundreds or thousands of dollars are especially helpful, a great outpouring of support in modest amounts would serve notice that many Americans are prepared to join in a common battle against centuries-old wrongs. Won't you send as much as you can now?

Sincerely,



Paul Moore, Jr.
Chairman

P. S. Checks to The naacp Legal Defense Fund are deductible for federal income-tax purposes.

The NAACP LEGAL DEFENSE AND EDUCATIONAL FUND is the principal legal agency using trust funds to secure constitutional rights for America's racial minorities and the poor. It operates with its own directors, staff, and budget. It is not a part of any other organization.

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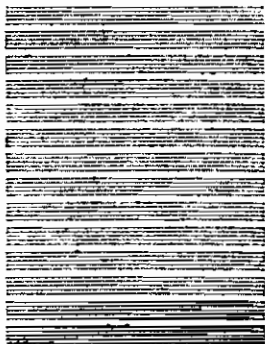
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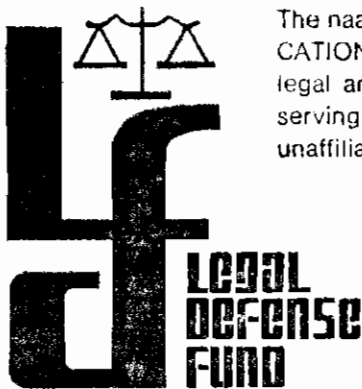
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Thank you for your support



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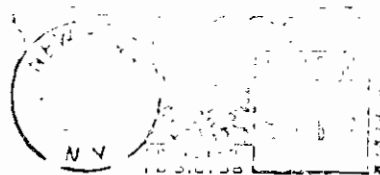
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