



A Diverse Workforce

NECA/IBEW Local 48 has always worked towards creating a diverse workforce, even from the organizations' beginnings.

In 1945, the Department of Race Relations of the Portland Council of Churches surveyed 14 Portland-area labor unions and reported the results to the Portland City Club. Six of the unions banned African-Americans, while the other eight admitted them to full membership. The survey found that the "Electrical Workers' Union" was, by far, the most racially integrated. The City Club of Portland reported that:

"It is estimated that are between 500 and 1,000 African Americans out of the present IBEW Local 48 membership of 8,000. There are no racial discriminatory regulations...within the union, everyone has equal rights. Several years ago, there were one or two instances in which some union members refused to work with African-Americans who were fellow members. In these cases, the African-Americans were kept on the job and the other workers went to another job or quit the union. Since these early cases, there have been no further instances of refusal to work with them. During the past few years, personnel shortages have prevented educational programs, but a willingness was expressed to work out any reasonable program presented and to distribute good literature."

In 1949, Oregon passed the Fair Employment Practices Act forbidding worker discrimination due to color, race, religion or national origin. Oregon and five other states pioneered the practice of assuring all citizens the right to jobs regardless of color or creed. NECA/IBEW Local 48 is proud to say that they enacted these practices years ago, and to this day still look for opportunities to reach out to minorities. Current efforts at the NECA/IBEW Local 48 Training Center include:

- Community outreach, classes and workshops
- Engaging and inspiring people in this career path
- Educating guidance counselors and teachers about apprenticeship opportunities
- Supporting minority applicants every step of the way through the application process and offering help throughout their career
- Encouraging leadership skills within apprentices and identifying scholarships to attend conferences and workshops
- Featuring minorities and women in ad campaigns and media
- Focusing on retention by creating an inviting workplace experience of mutual respect and tolerance
- Offering diversity training for apprentices so they learn the importance of a diverse work culture



Changes in Application Procedures for Vets



Israel Arellano — U.S. Army Veteran

IBEW Local 48 and the NECA Oregon-Columbia Chapter is proud of the training provided through the NECA-IBEW Electrical Training Center and is pleased to announce some changes that will help our returning veterans get started on a rewarding career in the industry.

Oregon's unemployment rate for our post-9/11 veteran population was 10.1% in 2014, which is far higher than the state's current unemployment rate of 6.1% for the general population. Veterans typically possess skills that transfer over to the construction industry such as leadership, safety, and team work, and they often carry technical training and expertise.

Beginning January 1, 2016, a change in application procedures will allow a veteran to apply to the Inside Electrician program at any time during the year. Once the veteran applies they will be aptitude tested, interviewed, and ranked. The benefit is that depending on how well the applicant ranks they may secure a spot in the apprenticeship much sooner than if they waited to apply during a public application opening. The procedure change also allows those who are within 180 days of separating to get the ball rolling on their future career plans. For many who are enlisted, knowing that they can

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begin making career movement before their separation date provides a much welcomed sense of security.

The veteran must meet the apprenticeship's minimum program requirements. They must either submit a DD-214 form that documents honorable discharge from the US armed forces within 24 months prior to the date of application, or be an active duty member who is within 180 days of honorable separation.

The brotherhood and sisterhood of our union trade will surely appeal to many who are retiring from the kinship and camaraderie of active service. NECA-IBEW 48 looks forward to providing more streamlined access to our industry in honor of our veterans.

You can learn more about NECA/IBEW Local 48's trailblazing diversity involvement and amazing contribution to WWII shipbuilding by checking out our videos.



Diversity in the workplace
<https://youtu.be/5hY4dvdfyXk>



Shipbuilding in WWII
<https://youtu.be/wsMiCkOYgA8>

Wartime Shipbuilding

On September 1, 1939, Germany invades Poland, kicking off the start of World War II. For the next two years, the conflict would spread across the globe. While sympathetic, the majority of the American public opposed any direct military intervention until December 7, 1941 when Pearl Harbor is bombed. On the next day, the U.S. entered World War II.



Thousands of men and women of every race and ethnicity come to Portland and Vancouver to find work in one of the six new shipyards that operated around the clock. IBEW Local 48's membership swells and becomes the largest electrical union local in the United States with 21,000 members by 1944. One third of the workforce was women and African-Americans.

Three "dues windows" were open 24 hours a day, seven days a week, to accommodate members' shift schedules. They worked 60-hour weeks alongside 100,000 welders and riggers in the shipyards.

Duties consisted of installing cables and fittings onboard the ships, wiring gun fire-controls and rigging aircraft catapults. They equipped for war 1,737 Liberty Ships, T-2 tankers, baby "Flat-top" aircraft carriers, attack transports, troop ships and landing crafts.

At a time when the country really needed them, NECA/IBEW Local 48 members stepped up and made a significant contribution to the nation's war efforts.

