

## INTELLIGENCE REPORT

TO: Deputy Chief Robert Steele

FROM: C.F. Trimble

SUBJECT: United minority workers demonstration.

DATE: June 15, 1973

Details:

Information received from Lt. Hulett that there had been a group of demonstrators at the construction site located at 5700 N. Michigan Ave.

Checked and learned that the UNITED MINORITY WORKERS, a newly formed organization and headed by their president, NATHAN B. PROBY and vice-president, ARTHUR J. PALMER. This organization was formed approximately 6 weeks ago in conjunction with the demonstration that KENT FORD held at the Emanuel Hospital protesting Emanuel Hospital's eviction of his organization from property that Emanuel Hospital owns.

Went to the site of the construction project. It is public housing under the Housing Authority of Portland and it covers a two block area bounded by N. Jessup, Simpson, Michigan and Minnesota.

Contacted the person in charge of this project, Mr. Robert V. Karstens, employee of the Ross B. Hammond Co., 627 S.E. Division Place, Portland. Mr. Karstens re-interated that at approximately 11 A.M. this date, a group of black headed by NATHAN PROBY, appeared at the project and demanded 50% employment of minorities on this project. At the time there were 19 employees on the project with two black employees. Mr. Karstens refused to shut the project down so participants of this demonstration went over and turned the switch off of the forklift that was moving material to be used in the construction. They also pulled the extension cords for power saws and other equipment from their sockets, therefore rendering them useless. After a discussion during which PROBY demanded negotiations at his office only, the construction company released all of their employees and shut the project down. North Precinct uniformed officers responded to this demonstration and after a period of time the demonstrators left. Upon leaving PROBY stated that the project would be closed until 50% minorities were employed.

This office will be notified of any acts of vandalism or other contacts by the UNITED MINORITY WORKERS group.

CFT:h

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## INTELLIGENCE REPORT

TO: Lt. Ervin T. Osbourn

FROM: C.F. Trimble

SUBJECT: United Minority Workers demonstration.

DATE: October 12, 1973

Details:

Information was received that elements of the UNITED MINORITY WORKERS COUNCIL with their leading spokesman, NATHAN PROBY, will picket, either the headquarters or a project that the Operating Engineers Union, Local #701, is working on. This demonstration supposedly would commence on 1 P.M. Monday, Oct. 15, 1973. The exact location is not known at this time, but, suggest that the Operating Engineers headquarters at 1529 S.W. 12th Ave., or possibly a project they are working on at S.W. 14th Ave., possibly near Portland State University.

CFT:h

ORE 12-11-70

## Proby Draws 4-Year Term

### Accused Enters Plea of Guilty

Circuit Judge Richard Burke sentenced 44-year-old Nathan Proby to four years imprisonment Thursday after the former teen club proprietor and City Council candidate had pleaded guilty to one count of forgery.

Proby, of 3927 N. Michigan Ave., who operated a service station, was charged last May 28 with three counts of obtaining property by false pretenses and two of forgery by a grand jury, following nearly a year of police investigation into use of stolen credit cards.

The five indictments were handed Proby two days after his unsuccessful campaign for City Council. Proby has also been a guard at Oregon State Penitentiary and a Portland park warden.

During 1969, Proby ran the Seven of Diamonds Teen Club as part of the Albina District's Model Cities Program and had attempted to help authorities bring order during disturbances in the area, as a representative of the mayor's office.

Portland police fraud detail Sgt. Ed Clark said investigation into the case revealed use of about 70 oil company credit cards for purchase of between \$8,000 and \$10,000 worth of products. Agents of the Atlantic-Richfield Corp. aided Portland detectives with the case.

The other charges against Proby will be dismissed.

JOURNAL 12-11-70

## Proby Gets 4 Years As Forger

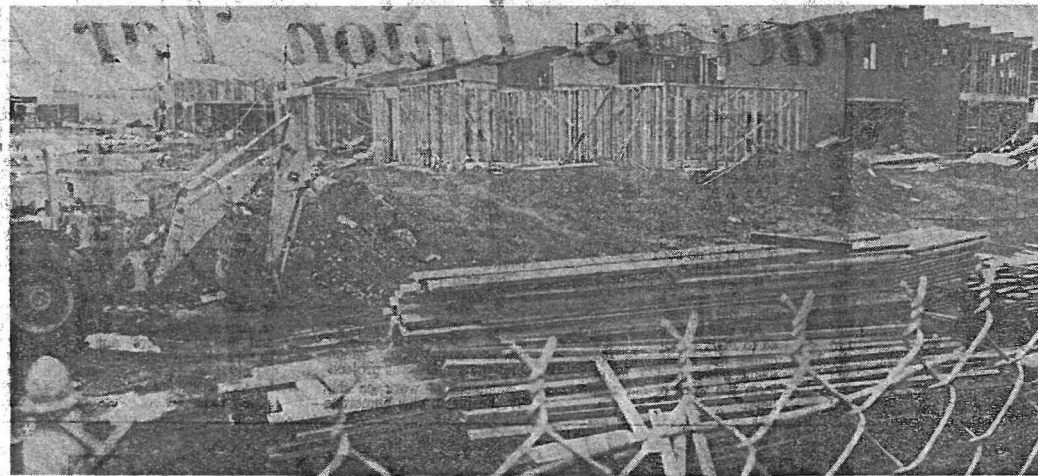
Nathan Proby, a former Portland auxiliary police officer, has been sentenced to four years in prison for forgery.

The sentence was imposed Thursday by Circuit Judge Richard Burke after Proby, 44, of 3927 N. Michigan Ave., pleaded guilty.

As owner and operator in 1969 of a service station at 3441 N. Vancouver Ave., he was indicted for defrauding the Atlantic Richfield Co. by submitting false credit card invoices.

Last May he was an unsuccessful candidate for the City Council. Before that, he had been adult adviser for the 7 of Diamonds Teen Club and also had been employed as a city park warden.





Piedmont Plaza housing project is shut down, closed by demand for more non-white workers in its construction

## Bias Charges Halt Building

By MAUREEN McNASSER  
Journal Staff Writer

About 30 blacks and Indians closed down construction of the Piedmont Plaza housing project at N. Michigan Ave. and Jessup St. Friday, claiming that federal equal employment regulations were being violated.

The group, United Minority Workers, asserted that 50 per cent of the workmen on the project must be non-white because the 66-unit, privately owned apartment project has received federal Housing and Urban Development Department funds.

However, Jim Freeman, developer and general contractor, said all federal regulations regarding the hiring of non-white workmen are being met.

He said his contracting firm, the Ross B. Hammond Co., Inc., has submitted a goals statement to HUD expressing intent to hire non-whites and that he believes the firm has been successful in achieving those goals.

HUD Regional Director George Roybal said Friday that HUD does not require specific quotas for compliance with its regulations on equal employment.

HUD expects contractors to plan affirmative action programs for hiring non-white workmen and it is up to each individual firm to



UNTIL 50 per cent of the workers at the Piedmont Plaza project are non-white, the construction project will be kept shut down, according to Nathan Proby.

make an honest effort to achieve its goals, he said.

Several equal opportunity programs, most of them voluntary plans, have been set up where percentage goals have been determined among contractors, labor unions and minority organizations, Roybal said.

According to Jack Stafford, federal contract compliance officer in Seattle's

HUD office, contractors and unions have set up a home town plan in Portland suggesting that voluntary commitments be made in achieving such goals. This might have led the UMW to misconstrue what the law actually is, said Stafford.

When the group went onto the construction site to stop the work Friday, there were 19 men on the job and 5 of them were black, according to Freeman.

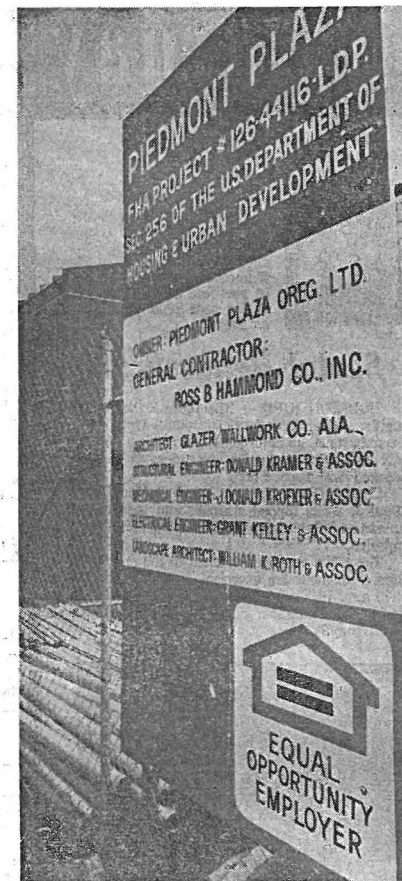
The job superintendent, Robert B. Karstens, said UMW members shut down a forklift truck, pulled out electrical equipment cords and closed down the main power supply. After that he did not attempt to resume work operations.

Portland police were called but did not intervene.

The UMW was organized last month with the intent of forcing contractors to comply with federal regulations on construction projects.

A spokesman for the organization, Nathan Proby, said it intends to keep the project closed until 50 per cent of the workmen on the job are non-whites.

The contractor hopes to resume construction on Monday, although no decision had been made by the owners or contractor on how the UMW request would be dealt with.



SIGN at the Piedmont Plaza construction site advertise that the contractor is an "equal opportunity employer, despite claims by demonstrators that the federal law being flouted.

# 'Hometown Plan' Changes Urged

The United Minority Workers (UMW) want the Portland area Hometown Plan or affirmative action in hiring construction workers to be thrown out and new goals set.

Representing nearly 300 non-white construction workers in Portland, the UMW took its first overt action against bias in construction hiring Friday, when some of its members physically closed the Piedmont Plaza housing project at N. Mississippi Ave. and Jessup St.

Although the group originally intended to close the site down until 50 per cent of the workmen were minority race representatives, the UMW returned to Piedmont Plaza Monday but took no action.

UMW spokesman Nathan Proby said Monday that his group has not abandoned that goal but is temporarily using alternate tactics. "We want to make known to the public why we closed down the project and what we want," he said.

Monday the UMW sent letters to Portland Mayor Neil Goldschmidt, Oregon Secretary of State Clay Myers and the office of the U.S. secretary of labor. The letters request that the ad hoc com-

mittee for affirmative action which formed the "Hometown Plan" in 1970 be reconvened to develop a new plan.

According to Proby Portland has not reached in a three year period the goals that were set for the first year under the 1970 proposal.

In three years, he said, only 74 non-white workers out of a considerably larger proposed figure were brought into the field. Of these only 12 have become journeymen.

The 1970 committee was called together in response to an executive order from the federal government requiring that affirmative action be taken in hiring of non-white construction workers for all federally funded projects. Equally represented on the committee were labor, contractors, government and minority workers.

However, Proby said the UMW now wants a new plan that governs all projects whether they are federally funded or not.

They are requesting that 15 per cent of the workers on all construction projects be non-white and that this be enforced through an imposed bid plan.

Journal 6-18-73

# Harvest Workers Organize

The Agricultural Workers' Organizing Committee will meet at 7 p.m. Friday at Centenary Wilbur Church, to organize summer harvest workers.

Mike Zaharakis, organizer for Foodstuff Workers' Industrial Union No. 460, said objectives will be to gain recognition of the union as collective bargaining agent for all harvest workers and to make the public aware of what it calls unsanitary conditions and repressive wages and procedures in the fields.

William Alsdorf, political chairman, said the committee plans to provide information, encouragement and support for any union or citizen group willing to work for these objectives.

He said demands will include enforcement of existing legislation plus enactment of legislation to alleviate the "substandard" working conditions in the fields.

Other objectives, the spokesmen said, include a minimum wage of \$2.50 per hour, adequate sanitation, safe transportation, pure drinking water and salt tablets, health and dental insurance and the end of welfare regulations requiring recipients to work in the harvest fields.

# Construction union to man picket lines on NW projects

All Associated General Contractor construction projects in Oregon and Southwest Washington will be picketed Thursday "to show the contractors that other unions will honor our picket lines and that there is no reason to stall negotiations," Russ Joy, business manager of Operating Engineers Local 701, said Wednesday.

The month-long, strike-lockout dispute be-

tween the union and the contractors has snarled 500 construction projects in the two states, representing nearly \$700 million in construction.

About 3,000 of the 5,800 members of the union have been idled in the dispute over wages and job jurisdiction.

The remaining members of Local 701 are employed by non-AGC contractors, Joy said.

"We've tried to handle our end of the dispute with as little work disruption as possible," Joy said Wednesday. "We want to negotiate with the AGC and we're calling out the pickets to convince the AGC that other unions will honor our picket lines."

Joy said AGC contractors had brought in "strikebreakers to operate our equipment, hoping that other crafts would cross over and

continue work."

Joy said his union was not trying to "stall construction or damage the economy."

"We want as little disruption as possible," he said. "But they (the AGC) locked us out at the beginning and they've moved in strikebreakers."

A full shutdown would idle about 28,000 workers in various crafts, an AGC spokesman said.

July 5, 1973

THE OREGONIAN, THU



# Suits Plan To Force Hiring Of Minorities

Class action suits will be filed in the near future by United Minority Workers against several Portland area unions suing for compliance with federal guidelines in minority hiring, the head of UMW, Nathan Proby, says.

UMW was organized in Portland last month with the intent of forcing contractors to comply with federal regulations in hiring on construction projects.

Proby would not say which unions would be named in the suits, but said he hoped they would be filed in August.

He also revealed that an investigator from the regional office of the U.S. Department of Labor in Seattle will

be in Portland this week, investigating compliance by area trade unions with the Portland Affirmative Action Apprentice Plan.

The plan, started in 1970, names quotas for minorities in trade union apprenticeship programs. UMW has charged that the unions have not lived up to the agreement.

Continued

*Journal 7-5-73*  
**Hiring Plan  
Changes Hit**

Cuts in the federal government's affirmative action minority hiring program will erase the small advances that have been won by minority construction workers, according to George Kontanis, Oregon field secretary of the Socialist Workers Party. ✓

Kontanis said, "This decision and the lack of any substantial programs in the past is another blatant example of the federal government's gross racism, falling right on the heels of the drastic cuts in OEO and other social services."



**EQUAL EMPLOYMENT**—Wednesday (from left to right) Nathan Proby, Mary Jo Aliy and Hank Price of the United Minority Workers spoke at PSU about their organizational efforts to secure equal employment rights for minority workers. They are seeking to secure more apprenticeships in the building trades for minorities and are trying

to force local building contractors to comply with federal regulations for hiring of minorities in construction projects. They are filing a class action suit against local unions which exclude minorities from membership. On the far right is Judy Stranahan, member of PSU Young Socialist Alliance which sponsored their appearance.

# Vanguard



# Albina unit selects president

The Albina Contractors Association has a new acting president and is planning new approaches to increase minority group participation in the local construction industry. ACA business manager Eugene Jackson said Tuesday.

Aaron Mitchell is the acting president, replacing George Christian, whose resignation was sought last month by the ACA board, Jackson said.

Discussions with major general contractors have begun in an effort to acquaint the larger firms with the needs and goals of ACA, Jackson said.

The association, with 35 general and specialty members, also will be cooperating with the Northwest region of United Minority Workers as part of its effort to increase job opportunities, the business manager said.

A proposal for a construction technology course has been submitted to Portland Community College and other training opportunities are under discussion, he said.

"The Board of Directors and Mr. Jackson intend to ensure the enforcement of the provisions provided for under the Affirmative Action Laws, which guarantee the rights of minorities to active

participation in the construction industry," an ACA statement said.

The association was formed three years ago to improve the economic condition of local minority-owned and operated construction firms.

Until recently, it has been supported by public funds, but these are diminishing, forcing the group to become

self-sufficient, the ACA statement said.

The association also has faced management problems, including five business managers in the past three years. Eugene Jackson was hired as business manager in April.

"We are moving ahead now," Jackson said. "We have made a 90-degree turn."

Journal 8-11-73

# Mayor Orders Study As Plan For Minority Hiring Lags

Mayor Neil Goldschmidt announced formation of a task force Friday to study Portland's "Hometown Plan," a program to increase the number of persons from minorities in the building and construction industry.

The Hometown Plan, approved by federal authorities in March, 1972, has not met its goals for the first year, Goldschmidt said.

According to Nathan Proby, spokesman for the United Minority Workers, the Hometown Plan placed 46

persons during the year, falling short of its goal of 153.

Goldschmidt said the five person task force will review the Hometown Plan and make recommendations for improvements. The task force is expected to report back to the mayor in three months.

"I don't want to imply we have a cancer growing in our midst," Goldschmidt said, but stressed that steps should be taken to fulfill plans that were set down before.

He said lack of funding is

the main reason the plan has not met its goals. Two applications for federal funds to get the plan rolling were denied, the mayor said.

The intent of the plan is to employ a percentage of minority workers equal to the percentage of minorities in the four county area covered by the plan.

The task force will consist of Leland Johnson, Charles Moss, Lyle Eller, Marlene Bayless and Richard Brownstein. Tom Darby and Rita Clinton will provide staff support, Goldschmidt said.

## Race Bias Laid To Union

Six charges of racial discrimination have been filed by members of the United Minority Workers against Operating Engineers' Local 701.

Nathan Proby, chairman of the UMW, told a Portland Press conference Friday that three members of his organization filed separate complaints against 701 with the Federal Equal Employ-

ment Opportunities Commission and the Civil Rights Division of the State Bureau of Labor.

Proby said class action suits also are planned against plumbers, carpenters, pipe fitters and sheet metal workers unions in the UMW's efforts to increase minority participation in the construction industry.

He asserted that little ef-

fort has been taken by the unions to employ minority workers. He cited figures in the apprenticeship training program indicating that out of 2,072 trainees, only 63 were black, 10 Oriental, 53 Indians, and 93 Spanish-speaking.

Russ Joy, business agent for Local 701, strongly denied any discriminatory tactics by the union. He said the union repeatedly has invited minority organizations to send people to union headquarters to register to work, but that in 1971 and 1972 only one person appeared to apply.

This summer his union was on strike for two months and has few spots for new workers available, he said.

Proby criticized Mayor Neil Goldschmidt's appointment of a task force to study the "Hometown Plan" for the construction industry.

He said there is no adequate minority representation on the task force and that his organization was never consulted about the task force's formation.

## Jury indicts CETA official

A federal grand jury indictment was filed Wednesday in Portland charging Nathan J. Proby, 57, with misappropriating \$5,662 in federal grant funds when he was president of United Minority Workers Inc.

The 28-count indictment alleges that Proby, 2026 S.E. 36th Place, converted to his own use funds from a Comprehensive Employment and Training Act grant on 28 occasions between January 24 and June 30, 1978.

The amounts allegedly ranged from \$20 to \$1,225. According to the indictment, Proby caused checks from the United Minority Workers account to be made out to Portland-area establishments including Fisher Freeway Mazda, Ford Motor Credit Co., German Auto Parts, Florsheim Shoe Shop, Grand Central Bowl and Caplan Sport Shop.

0 11-18-82



## Man in poor health gets probation for misapplication of federal grant funds

A federal judge, citing the defendant's poor health, Monday imposed a five-year probation term rather than jail on Nathan J. Proby, 57, for misapplication of \$254 in federal grant funds.

Proby, in exchange for dismissal of an earlier indictment against him, pleaded guilty in January to a one-count information of felony charging that he missapplied the funds in June 1978 while he was president of United Minority Workers Inc. in Portland.

Following sentencing Monday, U.S. District Judge James Burns granted the government's motion to dismiss the 28-count indictment, which charged Proby with converting to his own use a total of \$5,662 in grant funds from the federal Comprehensive Employment and

Training Act between Jan. 24 and June 30, 1978.

"This is a case in which Mr. Proby ought to go to jail and won't," Burns said at the beginning of the sentencing hearing. He said probation was proper in Proby's case based on a doctor's report showing that prison life would be "too much of a risk to his health."

Burns told Proby that a jail term was indicated because of the seriousness of the crime and the need to deter others. He told the defendant that under the circumstances it appeared Proby was "lucky by being unlucky. . . . You're not healthy enough to go to jail."

Burns relied heavily on the opinion of a Portland doctor, Michael A. Azorr, who said Proby suffered from a variety of ailments, in-

cluding diabetes, high blood pressure and heart disease. Azorr said it was his opinion that if Proby were imprisoned for a substantial time, "that he would not get the care that he needs and that he would have an exacerbation of his hypertension and of his diabetes."

The judge ordered Proby, as special conditions of probation, to make restitution of up to \$2,831 and to participate in a financial counseling program.

Proby, of 2026 S.E. 36th Place, admitted in January that he wrote a \$254 check on the United Minority Workers account to cover the cost of softball uniforms at a Portland sporting goods store. The uniforms were for a team with which Proby was working.

As a part of the plea agreement, Assistant

U.S. Attorney Ellen Rosenblum agreed that the government would not seek criminal charges against Proby for his activities with the Southwest Washington Minority Contractors Association between April 1980 and June 1981.

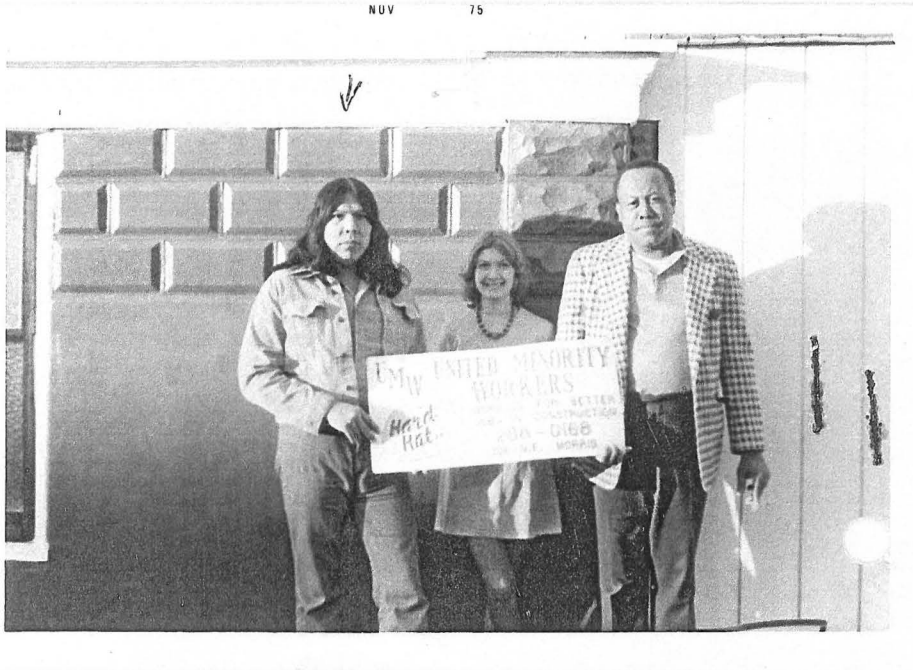
United Minority Workers Inc. operated under Proby as a clearinghouse to match unemployed or underemployed minority group members with employers holding federal contracts obliging them to hire a certain number of minority workers.

The indictment against Proby accused him of misappropriating amounts ranging from \$20 to \$1,225 and writing checks to businesses including Fisher Freeway Mazda, Ford Motor Credit Co., German Auto Parts, Florsheim Shoe Shop and Grand Central Bowl.

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