

SS025.mp3

Bill Thomas- Spurts and starts 20 minutes at a time. We have done about 80 of these tapes.

Frank Miles- You have done about what?

Bill Thomas- 80 of the tapes, 85 of the tapes.

Frank Miles- Is that right?

Bill Thomas- And what is going to happen is eventually the tapes will go over to Memphis State to the art History department (Tape Cuts)

David Yellin- This is September 14<sup>th</sup> 1968 and we are at Frank Miles House interviewing Mr. Miles. Joan Beifuss and David Yellin. This is tape 1.

Bill Thomas- Ok, Mr. Miles can you tell us a little about your background, where you were born, went to school that type of thing.

Frank Miles- I was born in the middle part of Nebraska out in what they call the sandhill country. I spent the better part of my life there, I finally grew up there until I was 25 years old in Omaha Nebraska. Went to school at a number of perochial school around Nebraska, because my mother died when I was about 5 years old. So I moved around a good bit until I wound up going to Craig University High School. I completed what we called classical course at craigmont university high school. I did not go on to college, this was in 1931.

David Yellin- Of course it is interesting that you mention that and it falls in line why you didn't, but a lot of young people wouldn't know what you are talking about.

Frank Miles- They wouldn't know about the depression you mean? Yeah, that is a strange thing. So far back now that people wondered what was the depression.

David Yellin- You say it and I think we understand, of course 1931.

Frank Miles- Well this was the time when people with degrees were around sweeping streets up, and WPA and PWA and...but about 1939 I guess we moved to Cairo Illinois and eventually wound up in Memphis around 1941. So we have lived in Memphis for, since 1941 or early 1942 I have forgotten which until 1956 when we moved to San Francisco when I took a position with Crown Zoellbeck Co. out there. But in my years that I lived in Memphis I worked for Dixie Greyhound lines as a bus driver. I did this for about 5 years and by this time we had 3 children and of course I was working for a job that was considered essential and the company had deference from military service and it pretty much worked out. Enough at least when two of us, one fellow from Nashville because he was registered in Tennessee, and myself in Nebraska. Two of us decided we were going to join the service and they wouldn't accept us without getting a release from this deferral. We didn't understand too much about all that at that time. We didn't realize you could go

ahead and volunteer and you still had the law to protect you. And the, in transportation seniority is real important. But the background the only reason I mention this is because this is where I moved into the labor movement. One of the reasons we were going to join the service was because we made up our minds if we were going to do any fighting we were going to do it somewhere else not within our own group because we could see a strike that was shaping up on Dixie Greyhound property. It came to pass in 1946, starting January 1946 and lasted oh about 6 long months. I was at that time just a driver and just a ranking file member of this union and had very little experience with the Labor movement, except that before working for greyhound I had been hauling automobiles from Detroit to Cairo Illinois and from Cairo Illinois to San Antonio. I had joined the Teamsters in Detroit, at the request of the people in the yards and because you don't pull any cars out of Detroit without the Teamsters policing it. So it happened that it was Jimmy Hoffa's local union up there, that I joined. But when this strike started in January 1946 I was just a ranking file member and it came to pass that the secretary treasurer of the union came down with TB and his doctor ordered him out there into a different climate. The present local union who was a machinist wound up with a heart attack and wound up out at the veteran's hospital. So somewhere along the line in these meetings the drivers and mechanics who were involved in the strike decided that I should assume the office of secretary/treasurer. SO between myself and the international union a representative carried on this strike, which started out as a wildcat strike which I had nothing to do with in the beginning. But it started out as a wildcat strike. (Tape Cuts).

Frank Miles- It started out as a wildcat strike and we had to carry the burden of it over the whole 6 months, and I learned so many things out of that,. First 6 months when I experienced in the labor movement which influenced me a great deal all the rest of my life, and we had everything happen that could happen. We had acts of violence, we had injunctions that were granted and the chancery court or petitions. Or injunctions to take picketing all together, we had picket lines going and Birmingham, AL and in about 8 or 10 different areas but I don't think it is important for this question.

David Yellin- But also in Memphis?

Frank Miles- We had two picket lines going here, one down at the garage and one at the bus station. One in Nashville, Effingham IL, St. Louis, Birmingham, Jackson, MS, all the whole area was one of the biggest greyhound systems operating.

David Yellin- Was there any violence in this city?

Frank Miles- Oh yes there were some acts of violence that happened here. They were isolated incidents. One of the worst ones that happened was just down in Jackson, TN. When someone sitting on the side of the road with a sub machine gun shot inside this bus and a bullet wound up in the back of a passenger. And to this day if my life depended on it, and I don't know who did this thing. This is the thing that happens and the thing I have learned about strikes is I later became a mediator.

As I am representing, one of the things I learned about strikes are that a lot of people that become involved in strikes who have no direct interest in the strike they are just looking for kicks. Or they become emotionally involved and they take it upon themselves to do some things that neither union nor company ask them to do. A number of things like this had happened that we were completely unaware of. (muffled) High school and Dixie greyhounds went into court and cited us for 21 acts of violence. There wasn't probably but 4 instances out of the whole thing that I was familiar with at all. Had any real personal knowledge of, and things that happened all over the system, in Illinois and places like this. At this time then, I did, after the strike terminated..

David Yellin- How was it terminated? By arbitration?

Frank Miles- Well this was some of the things, I don't know if you want to clutter up the record with some of the details of this, but we wound up actually the union lost the strike and the company had replaced the mechanics and the drivers during this 6 month period of time. A few other time and they called me as they called each driver in turn as his run came up to take it out and each of us were out decided not to go back to work. You see from the very beginning it was a divided group and this was the terrible thing about it. It got started off as a walk off strike which we had been promised that would never be allowed to happen by the national union. So then a lot of us had mixed feelings about it. We had this divided group all the way through especially the drivers. Not among the mechanics the mechanics were 100% but the drivers were divided and it was about 50% or 60% of them out on strike and about 40% that went to work.

David Yellin- Was there any reason for that I am just curious.

Frank Miles- Well the background of this is that Mr. Frederick Smith whom you may or may not be familiar with and Mr. Earl Smith were the officers of the company. Mr. Fred Smith finally just, Dixie greyhound lines with one or two busses that ran between here and Dyersburg Tennessee originally. He was the mechanic, ticket cane taker, he was everything and eventually this little bus line grew into what was later known as Dixie Greyhound lines. So he hired a lot of people personally and so a lot of these drivers who had come in here from Mississippi and Arkansas and various parts of the state, or the surrounding states and they felt an intense loyalty to him, and as with every organization, I have seen this happen many many times, Billy Stewart with Stewart potato chip is another one. First thing you know their little family business all of a sudden becomes a large business. Then it becomes more impersonal. You can't keep track of everybody, you don't remember everybody by their first name. You don't know when people are just changing so fast that you just, the turnover at some employees is so great that you just don't keep track of it.

Bill Thomas- Is that Earl Smith the United Airlines?

Frank Miles- No, well do you remember this Earl Smith who was involved in the this incident on the river with his boat, and the woman was driving it, the boat down there.

Bill Thomas- Oh yes, oh yes.

Frank Miles- Now that was Earl Smith's son. Earl Smith Jr. But Fred Smith and Earl Smith Sr. are both dead. This was just a point in my life when I made a move into the labor movement and as an outgrowth of that strike and it is going down as a loss as far as the union was concerned. And there was a lot of justification for the strike when it come right down to it because the company had resisted and done everything that was possible to thwart the, all the labor board. The effort so the union who was trying for a long time to legitimately bring about the organization of the drivers and this union had done a lot of good for the drivers and for the mechanics trying to establish an organization. That is why many of us that felt very strongly because the union had done this and it deserved support. But we didn't want to get out on anything such as a wildcat strike. This gives you some more of the background of this division among drivers.

Joan Beifuss- Were you already unionized or was the union not recognized yet?

Frank Miles- The union was recognized, but in those days see, during the war, they had to go through the war labor board, and they had hearings upon hearings, and at one stage of these meetings why Mr. Fred Smith just got up and walked out of the sessions. Just defied the labor board to enforce their requests upon the company to recognize the union and unfortunate part about it was that the war labor board went too far. They wrote a contract for this newly formed organization of men that was based upon contracts such as the Pennsylvania greyhound lines had for 5 of 10 years. They had all the things in it that it usually takes a union a good bit to accomplish. Oh he was just dead set against it, he said he would close the doors. This is an old reactionary type person who said he would close the doors before he would recognize a union.

David Yellin- Very interesting.

Frank Miles- So this is what moves you as you come into the labor movement. So the first year after the greyhound strike went down, I was employed on a joint financial venture or program, let's put it that way, subsidized by the state federation of labor and the Memphis trades and labor council. I worked as an organizer for the Memphis trades and labor council, which at that time was the equivalent of what you have now was the FLECO Council. Then...

David Yellin- If you don't mind, because what I see here, I really think you are in a position here to give us a very thorough background on the labor movement atmosphere climate in Memphis. So that when we come to it, We will have a whole picture.

Frank Miles- This is as long, as much as you want to take. I don't want to take up all your tape.

Joan Beifuss- No, no. I would like very much to hear that because Mr. Grump was still (muffled).

Frank Miles- Oh yes Maam. This was a very interesting part of my life that occurred about this time.

David Yellin- Because you know this thing did not happen out of context.

Frank Miles- No, no all the things that happened in the last year evolved out of that background.

Joan Beifuss- yes yes go on.

Frank Miles- Of history that was going on in Memphis. You all lived here I assume?

David Yellin- No sir.

Joan Beifuss- Not then.

Frank Miles- In the 40's?

David Yellin- We are about the same vintage in Memphis we have just been here a couple of years.

Frank Miles- Oh is that right?

David Yellin- Both the fresh and an ignorant look, but in any case it would be so important to get the feeling of labor, particularly from your point of view.

Frank Miles- You want to stop that clock?

David Yellin- No this is all atmospheric.

Joan Beifuss- Sometimes we have dogs barking or...

David Yellin- Well now this council you were an organizer, what did you organize?

Frank Miles- Well my responsibilities were too assist with the various afro organizations that were using the council and organizing activities. The content in which we are talking about there is when you have the FL and CIO and very strong opposition to one another and some real deep seeded and bitter resentments that existed between organizations. So they were attempting to organize many of the AF of L plans and taking away from AF of L unions. So it was my permanent responsibility to assist our AF of L unions that were affiliated with the council to resistance. I started out with a determination pardon, Sharon, this is my daughter Sharon, and this is Mr. Jones and Mrs. Beifuss.

David Yellin- How are you.

Frank Miles- She goes to St. Louis school, she is in the 7<sup>th</sup> grade. Carol called just a moment ago, but you will have to take him out in the kitchen though because he will be licking and loving on all on...We have another one who sits over there behind the couch who unfortunately he is an old poor fellow. He has heart trouble and we have to give him 4 digitalis tablets a day and diaretics and he, I might have to get out there and dig a grave for him they didn't want to give him to the vet you know when we were going to have him put to sleep. So then we labored out there one day last week and we were ready to bury him you know, I was going to have him put to sleep, and he snapped out of it. But he was up all night just walking back and forth he couldn't rest he couldn't do anything and we thought this was the end. But anyway to get back to the subject matter alie. At that time there was a bit of struggle going on between the FL and the CIO unions. The thing of course that I believe in as a strong offense is a good defense. So I had set out to go after these CIO unions and had organized a few of their unions and took them away from them and this was the type of thing going on within the city of Memphis and the labor movement.

Joan Beifuss- Excuse me just a minute I remember I think William Millers was on Crump where he says Crump was violently opposed to the CIO but not so much to the AF of L.

Frank Miles- This was just the situation that existed at the time and I am leading up to that because the next step that I make is the secretary of treasure of the council. I am requested to run for this office by some of the people who have been in power within the council for a long period of time. With their backing at least because there was a division within the council and some of the people had been in for awhile asked me to run because one of the fellows in office is not performing properly and I won't get into his thing because he spent some time in federal prison, over this whole thing and I don't think it has anything to do with this record. As I came into it then, the majority of the officers of the central council were dominated by the Crump machine. And the Crump machine of course was controlling organizations such as the American legion, well you name the clubs and organizations throughout the city and they had their influence, the Crump machine exerted a great deal of influence in every organization. This was primarily for political purposes, when it came time to elect their people they had a representative, every organization had the nucleus of organizations spread throughout the city. So Secretary and Treasurer of council, I was performing the same activity as I was before, except just when I came into it was when Kefauver, this was when Kefauver was running for the senate for the very first time. And when he came over here why a group of business professionals were here and you may have already read this somewhere or be familiar with this, this consisted of Edmund Orgill, Lucius Burch, and Dr....anyway about 8 or 10 different people.

David Yellin- Ed Nieman?

Frank Miles- Ed Nieman was right in the middle of this. So we were all a part of a group of people that were going to try to (muffled) we in the labor movement were standing in the background.

David Yellin- Was this 52'?

Frank Miles- This was 1952. We were doing this deliberately standing the background. I did a lot of the legwork during the campaign and we had meetings down at headquarters there. (Kefauver?) election headquarters everyday. This is a time when Edmund Orgill is very very active and Lucius Burch was acting as legal council for everybody as far as what we could do and what we couldn't do in the election. So right down to the election we are trying to get people to serve as officers of election. I sat on the phone and I called people and asked them to serve these voting precincts and wards and what have you. It was just almost impossible to get anybody. People wanted to they were supporting, Kefauver. They wanted to see us breakaway from this machinery, but they didn't want to become involved they were just a bit reluctant.

David Yellin- Now what was the reason for it?

Frank Miles- It wasn't a matter of fear of violence now, This is the last thing in the world anyone feared around here at that time. In fact some of the things that have happened they have been tolerated, I don't believe they would have ever been tolerated in that day. It was a matter of fear of reprisal of a different kind. Business people for example because they might not get that job. Buddy, they might not get that contract or any number of things that are of an economic nature.

David Yellin- And the whole era of Crump after 30'

Frank Miles- It was so deeply entrenched here, it was just a reluctance in general to become involved. And then a feeling of futility was the biggest, most prevailing attitude on the part of most people. They say what is the use? Because some people who did have the courage to get up and run as independents wind up with just a few thousand votes and wind up covered over you see. People just gave up. Well as it turned out as you probably know, and this is why Kefauver got enough votes and that was our whole purpose. Kefauver got about 37,000 votes. That was the first time our position candidate for the senate had ever gotten over 5,000 votes I think. I think that was the most anyone had ever gotten was about 5,000 votes. Well he got 37,000 votes combined with what he had in the eastern middle Tennessee was enough to elect him. Then things really began to change because at the same time Brown was elected governor and he was the other man we were supporting, against the chief candidate. So within the council themselves these reverberations were taking place, and two years later then I was requested by a good majority of our council members to run for the president of the council against the entrenched Crump dominated group because they were dominating our labor paper. We wound up with our labor paper coming out and supporting candidates that we considered

not working the best interest. So I wound up running for president council and was elected president council for 3 terms.

David Yellin- Now was there much difficulty in 52' with the labor people who are Crump entrenched? I mean in your activity?

Frank Miles- No. I will have to say I never felt any political pressure myself from any of these people. None of them try to hurt me financially or any other way. Everyone recognizes that some of the finest people in the city of Memphis were supporting the Crump machine at that time. So this wasn't the type of machine that you had maybe in Jersey or Chicago or some other cities in the big mob area cities. We didn't have that type of thing here. A policemen that violated his trust in the city of Memphis, Mr. Crump would just nail him to the cross. They would prosecute him to the limit.

David Yellin- just to let you know there is going to be a television show on Crump

Frank Miles- Is there.

David Yellin- Oh and it's a beautiful one. I am sure that (muffled) should have spoken to you.

Frank Miles- It is like Mussolini with the trains running all the time, this is what we had here and there was a lot of people that look back and say well maybe it wasn't such a good thing to have torn this off. When he dies it was beginning to disintegrate, separate among themselves. He was never able to, he retained his strength and control in the county right up into the time he died. Right after he died, then right after he died it just began to really disintegrate. But then you..

David Yellin- The selection. The one you are speaking of?

Frank Miles- This selection was attorney appointed. You see up tot hat time you had a city manager actually Mr. Crump was managing the city of Memphis and you had a council so there were all commissioners. There was all Crump candidates because about, I was still—I am getting ahead of the story a little bit, but shortly after this, I was requested by a representative of the Teamsters union to go to work as a representative. This was born out of my activities within the council itself. I didn't become president of the council until after I had gone to work with the Teamsters. Put this in proper sequence. I was still secretary treasurer of the council and the work that I was doing had attracted attention tot eh Teamsters and they knew that I had a withdrawal card from Teamsters union Detroit from the old days when I was building automobiles. So the man that called me over and offered me a position at the Teamsters union was not a typical Teamster. He was a typical business man but he had been in the labor movement for years and years and years. He was a real sound person and a real fine person, he is dead now. It was after I worked for the teamsters and worked with them 2 or 3 years that I became president of the council.

David Yellin- Let's see that was 54' you were president of the council?



Frank Miles- Right. There was one point there in connection with this and I was trying to pick up relating to the machine. Oh it was about this time that I was requested by some of the people that we had worked with in the Keifoffer election to run for, run as a delegate to the constitutional convention. The only reason I mentioned this was just to show how the progress that was being made and how hard it was to make this progress towards complete freedom, complete political freedom in this community. Because at that time when this fellow called me, I had told him that I had gotten into the Keifoffer's election and worked on that campaign and so forth in no personal interest what so ever but rather in the interest of what we felt was the best interest of the labor movement. And he represented at least a minimal course. Neither are right I consider that neither complete left nor complete right but somewhere in the middle and I felt that he at least would be fair to the labor movement, and that is why I support him and I wouldn't elect him for any political office of any kind. But this was not a political office of any kind this was a first time they were calling the constitutional convention for the first time in some 50 years or 60 years.

David Yellin- This is for the state of Tennessee?

Frank Miles- This is for the state of Tennessee and for the specific purpose of making certain specific changes in the constitution which had been voted on in a referendum vote and had been...and this convention was going to be restricted to those several points. Again it was the machine candidates that were out in front and I think there were 7 places on this delegation. So this fellow assured me that if I would run he felt that both papers would support him. He said, if you will run Lucie's (muffled) I think I can assure you that. I told him I was getting ready to go to the Teamster's convention in Los Angeles, I had no money for campaign purposes and so forth, and so on. So when I came back Lucius Birch had agreed to run and he had the support of both papers for both of us. We ran as both independents and then that got another woman Mrs. Rogers into it and then somebody got a 4<sup>th</sup> one into it. For one of the first times we had competition against the machine candidacy, and in a (muffled)...

David Yellin- You had to call yourself independent?

Frank Miles- Yes we were all independents yeah. Frances Cole who is on the board of education for a long time, she got up enough money for Lucie and I to be on television 15 minutes a piece. Each one of us. I think I got about 30, 35,000 votes. Well it wound up with the 7 machine candidates, Lucius Birch, myself and two or three other that were in the race behind me. The significance of this is that it is one of the first steps made toward getting people to run for office and this is one of the arguments this fellow used on me. I can't think of his last name but he is the president of one of the paint manufacturers Bill someone. He said Frank, he reminded me, Frank you know how hard it was for us to get people to working these polls. How hard it is to get people to run for office now we just got to get out and demonstrate to people that we are willing to stand up for what we believe in and so forth. We have got to get people interested in politics. Now this sounds funny today.

David Yellin- No it doesn't, not really.

Frank Miles- That time if you were living here in that context when people say what is the use of running? It is just an utter futility. If the machine hasn't endorsed you, you might as well forget it.

David Yellin- Now what happened? You didn't win?

Frank Miles- No, no we didn't win, The seven won, we didn't win. But from that time on independent began to get into the election and began to run for office more and more and more and then as it is today you have everybody in it. Which is a healthy thing and the way it should be. But that is the background of my time in the council and during this time I was a present business representative with the Teamster's union. And having negotiated oh many contracts I had organized a number of companies and of course many of these I had taken away from the CIO. Then about 1952, I became president of the council in 1950, I was elected for 1950 and 51 and for 52, but it was in 1952 that I was offered a position with the federal mediation consultation service. So I went with the federal mediation service I think it was in December of 1952 if I recall.

David Yellin- That was an interesting change.

Frank Miles- I spent about 4 years as a mediator. The background of experiences I had was one of the finest things that ever happened to me as I came into the mediation service.

David Yellin- Were you around the country or just in this area?

Frank Miles- Well I spent some time in Chicago working in that office, I spent some time in Minneapolis for a short time. I spent some time in St. Louis and then I worked for about a year at the Atlanta office, the regional office. But I never moved my residence from Memphis.

David Yellin- I was going to say what did you do...

Frank Miles- I was very fortunate the mediation service does this but I was very fortunate.

(Conversation with daughter)

David Yellin- Do you think it is of any significance to kind of give your impressions your memory recall of what the labor movement was like in your community, how people either accepted it or looked upon it. Well in 1946, 47, 48, there were still many companies in the Memphis that were not organized, and so a lot of the time our people as a representative of the AFO and a representative of the CIO was spent organizing these companies and this was the formative years, the organization years from the time of the formation of the CIO up until recent years why so much of the time was spent organizing new companies. The unorganized...

David Yellin- Did you have difficulty when you went into a company?

Frank Miles- Yes, I think I can explain that by using an example. Clover Farm Dairies is one that I organized and this was a family owned company at the time. The first efforts that I made to organize was organizing the inside people and their rates of pay were very low and there was an awful lot of turnover an awful lot of young people and that was a mistake really because the turnover was so rapid that by the time you signed up good with people today two weeks from now they were gone. So I was working a little later I was working for the teamsters well here came the sales drivers. This is one thing that many employers don't understand. They think that in all instances the organizer goes out and just sets up and organizing campaign to organize them. This hasn't happened, in many cases it does. This is one they set up for real productivity, well organized project that they were going to try and organize in the industry and they were going to go out and do this. But so much of this just walked in the front door. This is the case of the sales driver they just walked in the front door, not just once but several times and we were so busy we just didn't have time to get to them. Finally these boys had come over there and they were asking for cards, so we give them the representation cards and they come back with a sufficient number that you can go to NLRV and petition for an election. Got to have at least 30%.

David Yellin- So they organized themselves.

Frank Miles- They organized themselves for the most part. But in that first instance there trying to organize the inside people the company fought it real bitterly. Then when the sales drivers came in and right behind them came the inside people that worked in the milk processing plant. And they were part CO Test areas. And CO Test was a national organization and they were used to this kind of thing, and they sent a man down from St. Louis and we sat down and negotiated the first contract and began to build a good relationship from then on. One of the most, other experience however with Stuart Potato Chips, and this is Billy Stewart a small businessman. You don't see the name Stewart Potato chips around here it is Wonder potato chips. But this was Stuart Potato Chips and he started out with a coffee round selling coffee to restaurants and so forth. Then he went into potato chips and he got larger and larger. Well he had two plants one down on Virginia St. and one on Gayoso St. I was down there handing out handbills in front of the plant on Virginia. Most of those people down there were women and his wife was running the operation down there and she sicked those women on me and I would come out and they would treat me like the devil out there.

David Yellin- What did they do?

Frank Miles- Oh, they just cat called me and all this. Alright curly why don't you go on home that type of thing.

David Yellin- Did they hit you with bags?

Frank Miles- Oh no they never hit me with anything but I never will forget the day we had the election we went.

David Yellin- He called you curly?

Frank Miles- Yeah. Why don't you go on home and forget this place you have just been bought out by the union, all you are trying to do is sell these people down the river. All you wants their dues and money. That is some of the favorite things they used to use. I will never forget the day I went over there for the election itself and Mrs. Stewart was there and this woman from the MLRB was holding the election. They had women in some cases that do this and so we were looking for a place and when I came in there this woman introduced me to Mrs. Stewart and I have been wanting to meet you Mr. Miles. She says, I have a job I want to offer you right here and now in front of this woman, I don't care if she is here or not. I thought, what in the world is she talking about? She said, you know we have these cashew nuts and all this stuff we put out on these placards or on these little cards so forth and she said I want you to take the job of selling all that stuff. You will make a fortune if you go at it as hard as you are going after trying to organize my girls. She said, If you can do as good a job selling those darn peanuts as you have done selling these women you will be a huge success. Well you know she and her husband were just frightened, scared to death of organization. When this election was going on it was going on in two plants, and Billy Stewart was a wonderful person really. And he and his wife and Arnold Mask who was actually the representative of the Baker's union at the time and myself who was representing the council was sitting in this restroom. And he is sitting over there just sweating how this election was going to come out. He was under the impression that the union just gonna walk in and take over his business. He built this all up in his mind so some months later after the elections over and negotiate the contract I run into him and I asked him how....he come up and bump me on the shoulder over at (muffled) on McLemore. I asked him how he was getting along with the (Arnold mass?). He said, just fine he says I have any troubles now I call Mask and dump them in his lap, I don't worry about them anymore. Unfortunately, this walderfall guy died of a brain tumor, and rather sudden. Just as an example of the type of thing were you build a relationship, you go in the beginning why people just hate you almost. The day I went, the night I went tot hat funeral home his wife hung on to my hand for a moment and she says you know my Billy thought an awful lot of you. And I know that even though he thought you were going to take us over and you were going to ruin us you and he became real close friends. But this is one of the things I believed in, what is not just jamming organizations down people's, or employer's throats, but convincing them that it could be a good thing for them too. So I was, the reason I say this is because a fellow in the teamsters union, when I finally went to work for the mediation service, he said Frank I have always really felt that this was a job you were born for. Or intended for, was a mediator. You are a better mediator than you are an organizer, or negotiator for the union thing.

David Yellin- But you could have told him you are a better nut salesman.

Frank Miles- Yeah.

David Yellin- So sort of the feeling of most of the employers of at least that group in Memphis...

Frank Miles- There were many many anti-union employers. The ones that accepted it for the most part we didn't have a great deal of struggle with. The companies that would come in here that had organizations in other cities see. Some did not. Krogers was one of the last ones organized, well this is a story in itself. They resisted it right down to the last and when I organized Kroger Drivers and Kroger Warehousemen and I had to strike them for about ten days. We had to, we got into some maneuvers, where it was just touch and go, it's just one of those things where you are playing chess, every move counts see. But in the final analysis the director of industrialization from corporate comes down and he and the internal manager were sitting in the office when they finally agreed that they were going to sit down and negotiate with us at that time.

David Yellin- Is that the local, the regional here...?

Frank Miles- It was a regional Kroger.

David Yellin- They had that kind of autonomy?

Frank Miles- They had that at that time because, this man is gone now so I can say this and I am not going to mention his name anyway. He had it because he was keeping his plant unorganized. This is something that I wouldn't really care to have on the record, but it was a case...(Tape Cuts)

Frank Miles- The atmosphere existed then so much that it does not exist today. I think there is more tendency to accept a cross check of cards when I have gone to an election. Then you would be elected on part of management.

David Yellin- If there are enough cards.

Frank Miles- If they are convinced that the majority of employees desire representation by the union, why many time they just sit down and set the cross to them.

Bill Thomas- That's true, I remember in those ages about constantly hearing about the labor boards elections and the results. Very seldom that you hear the elections being held.

Frank Miles- Not as much today, they have a good many of them. Now here is something else of interest. I can remember in the old days when management was very slow to accept a lot of these unions because they knew they were going to be dominated for the most part by negro, not representatives, but international representatives. On the local committees that the local committees were going to be

negros and they just resented the fact that these people now are going to be coming into their office sitting down telling them what they have to do.

David Yellin- Ah yes very important.

Frank Miles- This was something that was resented very deeply by management 25 years ago, 20 years ago, and that has changed considerably in the last 20 years.

David Yellin- You brought up something, would it be your opinion that the fact that negros and unions were so closely allied that they began to associate one with the other and so there what may be anti-union really may be anti-negro feeling or some of it anyway.

Frank Miles- You mean on the part...

David Yellin- Employers even today.

Frank Miles- Well you see the thing that I am saying here is not (muffled by cough). This resentment and resistance to organization by the union, was because of the union number 1 but secondly because they knew they were going to have these people come in and run their business, white or colored to one thing. But in many instances it was colored committees. And this is a complete reversal of a way of life for all these many years. So now that time has gone on they have come to accept these negro representatives and their committees and to appreciate them. Actually in many instances management would just as soon sit down with those negro committees as they would with any white committee, because they find that most of these negro people are their own class. They were sincere in their interest about their job all they were trying to do was to improve their living conditions and so forth. So we found that many of these negro representatives could be a lot more objective and maybe even in some outside union organizer even though he is white.

David Yellin- But you wouldn't say then that some of the anti-union, as they say here, so called anti-union feeling was partially because of the equation and association of negros with unions in the early days?

Frank Miles- I would say that a lot of that resentment was based on that, yes. But it changed. It changed considerably. I think this has been one of the real fine things that has happened in the south at least that I have seen in the years I have lived here, that is acceptance by management of the union representatives and the union committee even.

David Yellin- Throughout the south it was known that they were against unions in the cotton mills, and it had never occurred to me anyway that some of it was because so many of the people who would be in the unions would be negros. And therefore as you say, therefore, some of the leaders of the unions might be negro.

Frank Miles- They had a two-fold resentment there.

David Yellin- Is this the old one?

Frank Miles- That is the old one. The resentment against toward the union for having some outsider come in and tell them how to run the business. Black or white see.

David Yellin- Yes that is another thing the outsider..

Frank Miles- Secondary factor was, the fact that many, most of the members of some plants, maybe all the members at some plants a cotton warehouse for example might be all negroes on this committee and for the first time in their lives they are having these people tell them how to run their plants. This is just catastrophic. This has all changed until today I have talked to any number of management representatives who will tell you in a minute they would rather sit down with that negro committee as any white committee they ever met with.

David Yellin- But there is still some you might say.

Frank Miles- That haven't accepted it but I would say they are in the minority.

David Yellin- That and the other point of particularly if they realize it in an international, of course that is a horrible name, if anyone hears something international it sounds like a song.

Frank Miles- Yeah.

David Yellin- At an international union or a national union has influence on what the local people were doing.

Frank Miles- You see this was a resentment of the so called outside. They felt, this was in the days when the AF of L, trade and labor council is what they knew, of the labor movement. This was so much it was just building trades councils. Go to construction trades. So when the CIO came into the picture and they were the real socialists you know, real radicals, they were communists in the eyes of a lot of people in those days. These were being sent in by these big international unions to tell us how to run our business. This was a deep seeded resentment. The reason I was making that distinction was because this was the number one resentment. Was the outside trying to tell, black or white. And secondly then here for the first time in their life they are going to have people out of their plant, negro employees trying to tell them how to run their business.

David Yellin- This is excellent, a real background I think for really certainly what you are saying had something to do so and probably a great deal to do with what happened in Memphis. Let's come to the sanitation workers. The question is when did you first hear about it?

Joan Beifuss- Could we hold just a minute, then after you left the labor mediation.

Frank Miles- When I left the labor and went to work for the federal mediation service, and I worked, finally wound up working in Memphis with the federal mediation service. Working with many of these same employers and unions I had dealt with before for about 4 years and then I received an offer from Crown-Zoerbeck Corporation in San Francisco. I went out there as assistant supervisor of labor relations for about 3 years.

Joan Beifuss- What kind of company is that?

Frank Miles- This is a paper producing company. Gaylord container company is a part of it and they were building a new plant out here on President's Island by the way first time crown gotten into this area. Crown is a plant that saled last year of about 800 million dollars. They are second largest paper company in the United States next to...

David Yellin- Champion?

Frank Miles- No, one that you very seldom hear...

David Yellin- Well it looks like they have real good ads.

Frank Miles- International Paper Company is a big one and you don't see much of, you see the, you see the ad in Time maybe, Fortune or something like that. But you don't recognize International as being a consumer product you see, like Scott. And still Scott is one of the smaller companies as compared to Crown or International Paper. Personal reasons brought me back to Memphis. My wife was having a problem with asthma out there and spent a month in the hospital.

David Yellin- In San Francisco?

Frank Miles- Mhmhmm. We lived in San Bateo actually. But the climate had nothing to do with it, as I said it was a personal thing when we got ready to leave here, I had to take the kids out and get them started in school, she was carrying Sharon, the one you saw here. She was way overdue and she had to have her by Cesarean Section. Here we were sitting out there had rented a house, packed, Cecilia in school, and Tom was staying back here and going to school at Memphis State. It was just one of those things, mostly she was all tore up and just pulling her out of this area and putting her out there. The doctor told me when I have the opportunity to come back that my advice to you is if you have the opportunity to come back to Memphis, and I did have it, to come back with the mediation services. Of all things to come back right to the city I left, which again, was most unusual they would allow me to do this but I had the opportunity, he said you better go and take that woman back there. So back we came.

Joan Beifuss- Is your wife from Memphis?

Frank Miles- No she is from Nebraska, she lived in this small town, Omaha. But I came back here and went back to work for the mediation service for about a year



and (Plough Inc.?) offered me a position as assistant director of industrialization and manager transportation. I spent 7 years with Plough, until Bruce offered me his position as Director of industrialization which is a top job. At E.L. Bruce I have been over there three years. I would have stayed with Plough actually, except that the fellow I was working with as assistant director of industrialization, Dan Hoffard, he and I are the same age and he is vice president of industrialization so there is no where to go there.

David Yellin- Yes, yes.

Frank Miles- This was, and this has always been one of the, either my liabilities of my life and everybody has their liabilities, but this challenge, this idea of the challenge. I gave up 500 shares of Plough stock on stock option.

David Yellin- I just bought 4 of them.

Frank Miles- 4 shares? I gave up 500 shares with Bruce and took the job because it was a challenge.

David Yellin- Yeah.

Frank Miles- It was a top job you know and here is something I can really get my teeth into and maybe do something with it.

David Yellin- That is interesting, the thin line between liability and asset you know.

Frank Miles- Right. Moneywise it was a liability.

David Yellin- Some would call you stubborn somebody else would say..

Frank Miles- That is where I was at when this thing came to pass. The sanitation strike. I was away from mediation work, about 9 years. I had been with Plough about 7 and I had been with Bruce about 2, 2 ½ when the sanitation strike came into being.

David Yellin- How were you first, are you satisfied now that we have the life of Frank?

Joan Beifuss- Yes.

Frank Miles- Sorry I am taking so much time.

David Yellin- No, no that is fine, this precisely what we want. Time and leisure because interspersed between what you consider to be rambling are very important buildups.

Frank Miles- I think it probably serves its purpose as I came into the sanitation strike you see. I had acted, worked as a mediator and I had been all the way around the tables. So I had an appreciation of both sides problems and I had an appreciation of the black man's problems because I had represented them and I had

stood in a plant's office and dare a warehouse supervisor to have this man arrested for example because he was claiming he had a knife under his belt and the man didn't have a knife at all. He was going to do certain things to him you see. I was threatening to strike him if he abused this black man. I felt he was just abusing him because he was a black man you know. I had this sort of thing mixed up in my system where I can have an appreciation of the problem of the black man and at the same time I can have an appreciation of the problem of the business man, and of the city of Memphis and of mayor Henry Lobe's problem. I understood Henry Lobe, to a great extent, because when I was president of the council Henry made his first step in politics and this may be of some interest to you. He was running for commander of the American Legion. The first step he ever made in politics. And I was president of the Memphis trade and labor council and he came out there one night and he wanted to talk to the delegates of the council. Many of whom were members of the American Legion. I had to tell him, Henry I can't allow you to go before the council, the bylaws won't permit it. I said we are going to have a meeting of the executive committee on a couple of things and this meeting is probably going to be long and rather drawn out. Politic like the (muffled), so just have yourself a field day. So that was a basis of a friendship.

David Yellin- So what happened?

Frank Miles- Oh, he apologetic, boy he was the most apologetic son of a gun that ever came down the pipe, and when he ran for that office he visited everybody and when he ran for commissioner of public works he was a little younger as he was now, boy he went up and down elevators and down the stairways of every building in Memphis.

David Yellin- That was 54'.

Frank Miles- This was about 1954.

David Yellin- What were you then?

Frank Miles- No, this wasn't in 1954, this was in 1952.

David Yellin- No I mean when he ran for commissioner.

Frank Miles- Oh when he ran for commissioner. At that time I was a mediator then I was working for the government.

David Yellin- Now was this the first time you had met Henry Lobe?

Frank Miles- This was the first time I had met him in 1952.

David Yellin- You had never tried to organize the Laundry?

Frank Miles- No I never...I had worked with the laundry workers union, and we had tried to organize other laundries, but it so happened that we hadn't tried to organize his laundry. I had a lot of respect for this fellow in an other way. I knew personally

because the family lived right next door to us, of some things that he had done and he didn't know I had done. There was a laundry guy for Lobe's thing. He had a heart attack or something.

David Yellin- It is this fellow and his family that live next door?

Frank Miles- Right, this fellow's family lived next door and this fellow was off the job for a long time. Well, I will just say some other members of the firm, wanted to terminate this man, and Henry wouldn't stand for terminating that man. When he recovered he put him back to work and he kept that man on salary the whole time he was off. This are little personal things, a lot of people paint him as being the big bad wolf you know that he was breathing fire and brimstone and he hates everybody. Everybody is not quite all black or all white. So we just decide something that a lot of people don't understand. A lot of people don't know that he has a most intensive interest in helping the handicapped people. I don't know whether you have heard this yet or not. I got it just his week that his real good friend is president of our company Ned Cook. This just recently happened. Ned is coming to me and asking me what we are doing to employ the handicapped because Henry is interested see, and he is interested in it. We were checking into this thing.

David Yellin- So when did you meet Henry Lobe again?

Frank Miles- Well I would meet him from time to time see and...when I was of course working for the government I wasn't, couldn't become involved in politics at all. So it would have to be at some meetings or it might be community chess meetings. During this time I was involved in Community Chess and some things like that. So some of these civic activities I would run into him from time to time or come into contact with him.

David Yellin- Did you ever have any occasion to negotiate or mediate?

Frank Miles- I had nothing to do with it otherwise and I never formed a personal relationship with him other than what I related.

David Yellin- So now can we get to the..

Frank Miles- Well when this sanitation strike started my first reaction was that low and behold this new city government has just gotten started. They just barely got organized and well they are not organized either they are completely disorganized. They are trying to get started and this thing happens, of all the times this could have happened this is the worst time for this to happen. Because there will be so much confusion. They don't even know how to operate properly, never mind cope with a situation like this. So when it happened I didn't have a thing to do with it at the beginning I wasn't talking to anybody about it. But the first, probably the first thing that happened that I took an interest in was when they began to hire replacements. I saw this picture in the Precimeter, white fellows with rifles. I called Nole Adams who I have known a long time, the days of Ed Neiman. Ed Neiman was one of my close friends. I call Nole Adams and I said Nole I don't know if you have seen that

picture in last night's paper but I said that one just frightens the fire out of me. Number one you are pointing up a division between white and negro that the city is hiring white replacement for negro employees. This thing can be turned into a racial situation instead of a labor dispute which it is now and it should be kept within the context of a labor dispute. I said of all things these fellows with rifles and things, whether or not the city permitted you to take the pictures or they couldn't stop you I think the paper should assume some responsibility for what will evolve out of a thing like this. He said, Frank you are right as the devil, let me get into that. I never saw anymore of that, there were no more pictures of that kind after that. Well the next.

David Yellin- Do you recall was that about 2-3 days after that?

Frank Miles- This was right after they started hiring, see they didn't start immediately, but it wasn't too long after the strike got started that they started hiring replacements. Then just about the middle of the week prior to the time as referred to in here when Worth came into picture for the first time when the Rabbi and the ministers first held their meetings. Just prior to that.

David Yellin- Yeah that was Sunday the 18<sup>th</sup>.

Frank Miles- Tara Blair who is an international representative of the electrical workers and whom I have known a good while and with whom I had worked as a mediator in some cases that he had and called me. He was very much concerned with the turn this thing was taking for the same reason I was. That was that it could evolve into a racial situation here, a racial conflict instead of a labor dispute. And I felt he was sincere in this, and I knew he was sincere for the simple reason that for about two months before that he had called me as a representative of the poverty program. He wanted to know what our situation was at Bruce and whether or not we could hire some of these people that were not employed and so forth. The intensification of the program, that they were embarking on to try and get these people off the street and busy during the summer to avoid any racial conflicts during the long hot summer.

David Yellin- This is the war on poverty.

Frank Miles- Yes, so I knew he was sincere about his feeling about trying to avoid racial conflict here, and it is only obvious that one would be but I felt that in his (muffled) he was sincere about this. He said, Henry is getting some real bad advice up there Frank, from somebody. And he said, I think he needs to hear from somebody like yourself who has been in the labor movement that is now in management and has known him for sometime, and maybe he will listen to. He said, I have got an idea that I believe, the union will accept. I am cutting out a lot of conversation but this is substance only. I have got an idea that I think the union will go along with if Henry will go along with it I think this thing can be cooled off. And settled before it gets out of hand. Number one of course this union is demanding recognition and they are entitled to it, and he went on to say all the things any good

union representative would say. And he said it think if Henry would agree to an election to be held out there and he said it is a forgone conclusion that the majority of them are going to vote for the union. He said that Henry could make a statement that he would not recognize the union as it stands right now without an election but that he will sit down and bargain with them if they have an election and the majority of the people express themselves that they want the union. It makes sense to me. So he said I wish you would talk to Henry and see if he would consider it at all. So I called Henry and I talked to him and of course at this time there was so much confusion going on and Henry himself had never had any real experience in dealing with organized labors. An election is such, something he was not familiar with either. His reaction to me was, well I don't want to work out some arrangement with them, we have to...then he reminded me about the relationship they had with the painter's union, the carpenter's union and the various building trade's union. Where they had an understanding or agreement of some kind. He said, well we can...

David Yellin- We being the city?

Frank Miles- We being the city. Had this working arrangement and he said we will do the same thing with them but we are not going to go any further than that. We are not going to extend tot hem anything we wouldn't extend to these other unions. So that was about the end of that conversation. Well about Saturday Taylor called me and he said Frank I think we need to go down and talk to Henry. This thing has really taken a turn these last few days, and this is when the incidents happened of hiring the replacements see. He had seen the same pictures I had, and had about the same reaction I did. He said, of course the other immediate reaction on me was this, from the stand point of a labor relations representative, my company or having worked in the field labor relation and that is when a company that has a strike going on on their property, embarks on a program of replacement of their employees, they have made a decision which is a far reaching decision in which one start only can never retreat from. Once you start down that road there is no retreat from it because you tell the new employees that you are employing that you are going to give them a job and you are guaranteeing them they are going to have a job. Even when the strike is terminated that you are not going to terminate their employment. This is the only premise on which you can start out on such a program. Then if you don't do this then in the future no employee that ever comes to work for a strike bound company would believe you see. So once you start out on that road you have then got not one, or not 5 grievances you ever had for every employee they hire they have another grievance, because now you have an employee that has been displace. Who cannot return to work see. So this was a real concern I was having also about this time, the direction in which it was going, and this is what Terry was talking about so he asked me to go down with him to Henry's office. He made the arrangements, I didn't call Henry, Taylor made the arrangements. So I am going down there to see Henry really the way Henry was looking it maybe that I was in, even though I was a management representative, that my sympathies because of my labor background was with the union.

David Yellin- You in cahoots with the...

Frank Miles- Now he never said this or something, but I can assume this. And should assume that he might feel this was when we went down there. But when we went down there I expressed my concern just what I told you. Henry realized it but I don't think he realized the full significance of it and I had given him several examples of cases where as a mediator where I could point out maybe this was one situation I had saved because I had impressed upon the union to get back to work and keep negotiating from the inside and not stay out there until you have lost everybody and you get into one of these situations where they can never settle it and it drags on for months and months and months. This comes out of that grey hound experience, just exactly what we went through. Well when I talked to Henry about this, well I finally without going through all ramifications of discussion come down to this. He said, now look Frank I will tell you this, and Taylor. I will tell you what I will do. You have a point here it will create more problems, I will tell you what we are going to do. We have hired about 85 people, and this is what had alarmed me they had hired so many just all at once, it looked like he was going to replace everybody within a matter of two weeks.

David Yellin- But they weren't all white however?

Frank Miles- No they weren't all white, well you see you had some old employees that never left and they were the negros, but most all the new employees were white. But the fact that he had all these replacements and then you expect that he would get the first initial 50% real fast and then after that he would slow down and it would be on a week to week basis he would get a few more, some leave and then he get a few more, it would drag on for months and months, just like it is down at St. Petersburg down in Florida right now. He said, I will tell you what I will do, He said we will not hire another man if the union will agree that we can put our trucks out here in the shopping centers and let people bring their garbage to the shopping center, to the garbage trucks and dump it there and not be interfered with by the union. Mr. Holloman has been adverse to this before because he was afraid there would be some violence. He had proposed this earlier putting these trucks out in these shopping centers. But he hadn't said anything about not hiring no more replacements. So we thought well maybe if we can get that first step going then we can get it to the next step getting them to sit down and talk or bring about an election of some kind and get this thing cooled down. But about the same time as we came in right ahead of us had been the ministers and they had been requesting this series of meetings they held. Henry was telling us about this, he said, they have asked us to sit down in these meetings and he said I just can't refuse it. His daughter is always telling everybody that he don't want to tell the newspapermen to stay out or no one else. Especially with the news media. He believes in the goldfish bowl approach to everything. So Taylor thought that the union might go along with this but he was going to talk to them. Well as it developed in the first meeting that the ministers had Rabbi White said, about 4 o'clock that morning, Henry raised this question himself. And he told them that a couple of people, and I think he mentioned

us by name, had called on him and asked, talked to him about this and so he made this proposal right out there in the media. In the meantime however, I had found out that the union had turned it down to Taylor, that they had actually turned it down. Well I have to change that qualify that, they did not turn it down they told me they would think about it but they didn't think they could go along with it. So when Henry laid it right out on the table as a proposal, they turned him down. And they turned him down by answering him this way. We will go you one step further. We will put our men on the trucks and go to the hospitals to pick up the garbage and so forth but this other idea doesn't have any other merit. Just sit down and recognize us and give us a check off and so forth. It went on from there. So they just ignored it. But this is the one thing was significant at the time. Henry was willing to stop hiring another person at that point and this could have been a starting point to, and I felt the union was short sided on. But they thought they were looking at it from their standpoint that they were in effect approving the city hiring scabs. All the non-strikers who were going to operate these trucks, who were going to take this stuff from the shopping center to the garbage men, That was the fundamental reason they were opposed to it as a matter of principle involved there that they didn't feel like they could say we agree and we will go along with that. There other part of the answer was we are not going to be involved in any violence, we are not going to destroy these people, why be disturbed about it. Of course as I pointed out to Henry, I said Henry you just got to realize now this union cannot guarantee to anyone that there won't be any violence because there is going to be a lot of characters running around in this situation as I pointed out to you in this Crown situation. That are going to involve themselves in it and the union will have no control over. So he had to call Holloman, and get his approval before he told us he would go along with it. Holloman thought it was a good idea, but I asked him to point out to Holloman while he had him on the phone that now Mr. Holloman that there is no guarantee here that some wild-eyed character is not going to come along and throw a brick bag through some women's windshield when she brings her garbage up. Well that was the first instance that I had anything to do with it. Then it rocked along and.

David Yellin- Were you at that meeting Sunday night with the ministers?

Frank Miles- No, I was not there at all. So I didn't have anything more to do with it and I don't know what period of time was elapsing at this time but...Then came the incident of the march and the injunction.

David Yellin- Can I get a few questions. Were you present in the mayor's office or with the mayor when Champa was around?

Frank Miles- No no no when he made that statement? No. I had nothing to do with that at all, really the whole thing was just evolving at that point.

Joan Beifuss- Can you make any comment on the mayors decision to conduct everything in the open in the beginning.

Frank Miles- Well this has been his way of life ever since he had been in politics. There was nothing new about that.

Joan Beifuss- Is that bad labor practice or bad negotiating?

Frank Miles- From the standpoint of what we have actually had to come down to it was bad and he, this was something that he was very reluctant to agree to but he finally did agree to in the final statement.

David Yellin- But it was his principle.

Frank Miles- It was a matter of principle with him as a politician, as an elected representative of the people and the mayor of the city of Memphis that they are entitled to know what is going on, this is what he goes on.

David Yellin- Two things I have. Maybe I will save the second one because maybe we can make a transition from it. You called Nole Adams, why? Why didn't you call Charles Schneider?

Frank Miles- I knew Nole Adams better at that time. I knew Nole Adams personally and I had known him for 15, 20 years.

David Yellin- Now I have a feeling here, just a feeling, definitely not an accusation just a real inquiry. I can see mayor Lobe sitting there and you folks coming to him and ministers coming to him, his friends coming to him, the labor and you came to him with a proposition really was most effective not by itself but as a beginning of a series as I think you quote Taylor saying if we can get them to do this that's the first step and maybe we will get them the second step and so on. So there could have been a kind of strategic campaign organized. Where there too many people....

Frank Miles- There was too many people involved. Everybody was getting into the action. He was getting advice and council from every nook and cranny of the city and that is why after that experience I had, I decided my gosh he is getting advice from everybody, I have been a mediator and I have been in labor relations for these twenty years, but maybe somebody else has the...I am going to stay out of it, I am not going to bother with it any more by city council because it is getting too much of it now. But the thing was at that point, that was a strategic time and a significant time. And at the very beginning of it before emotions became so deep-seeded see and before feelings become so raw and so over-rotten that you could deal a lot more with it at that point and get it stopped and get it back in the, keep it within the context of the labor dispute and not let it get into something else. I thought it was worth making a move to make a suggestion of holding the elections. Henry's only reaction to this was not that he refused to agree on the election, he said that is not necessary. He said, I am not saying to you that I won't recognize this union. We will recognize them like we do any other union we do business with.

David Yellin- I guess then it was all around the semantics about the word recognize.



Frank Miles- Well not so much, well you see this had a legal connotation and later on was when it becomes a real problem.

David Yellin- You say that when the two of you made that proposal about election he did not refuse it. He didn't warm up to it much.

Frank Miles- He didn't refuse it. He just said it was unnecessary, he said we don't need to go through all this business of holding an election Frank. He said, I recognize that they have the majority of the people, it looks like they got them, and they come down here in a meeting and so forth. Now we are not going to sit down and agree to a signed contract with them no more than we have done with these other unions. And we recognize it with the other unions.

David Yellin- Because it is against the law he said.,

Frank Miles- Right he wouldn't go over...it was about the legal aspects of it but he didn't spend too much time on that he just really wanted to keep it within the context of he was willing to do the same thing for this union as the city was already doing with these other unions. Were they had this working agreements, mostly verbal and oral. Really no writtency and there is nothing in these agreements that the city hereby recognize the union as the exclusive bargaining representative, of X employees, which was what? The union was asking for first you see.

David Yellin- I see.

Frank Miles- They watered that down and qualified that a good bit later on.

David Yellin- Now I guess we can get them to the..

Joan Beifuss- Now how many people were hired by the city then?

Frank Miles- I, approximately 115 as I recall, that is just a number but it was somewhere over 100 I recall. They did that in a relatively short time.

David Yellin- He qualified that he would absorb those who he hired he wouldn't fire them, and if they came back he would give jobs...

Frank Miles- I was pointing out to him what was building up here was that the more people he hired the more people he could not put back to work and they would be displaced. This was part of the whole thing, he said, well we won't hire another person and we can work this out, put the garbage trucks out there and let the people bring the garbage to them and then we can sit down, we can work out arrangements beyond this, but just say this nobody is going to lose their job. We are not going to lose any of these employees. None of them are going to lose their job.

David Yellin- Ok now can we get to the injunction?

Frank Miles- Well when the injunction came up, I was talking to Henry on the phone several times and I don't believe this part if it has any real consequence.

David Yellin- Did he call you?

Frank Miles- I can't remember. I think probably I was calling him. I had talked to him maybe once or twice back and forth but I don't remember, maybe it would have been better off not even being mentioned. I can't remember what the idea was that we were talking about at the time the injunction was coming up in court. But the thing was that I was concerned about, was that now you are going into court and court is going to issue you an injunction. Then if they put these people in jail it is going to create a real vacuum here and some real problems are likely to evolve in this thing. If something could be worked out before they ever get into this injunction hearing and I thought Hoppman would be receptive to getting something worked out before they got into it. I was exploring this again just on my own I think at that time.

David Yellin- So in other words on the 24<sup>th</sup> when the injunction was issued on that Saturday, after that you thought some thing ought to be done before the contempt would come up.

Frank Miles- Before the contempt, well see the injunction and all, you see the injunction had been issued a year before when Ingram was mayor.

David Yellin- 2 years.

Frank Miles- 2 years before when Ingram was mayor, but the contempt citation is the one we were dealing with right now and they were going to have to appear before Judge Hoppman in court, on the basis of the contempt citations.

David Yellin- This is still kind of unclear in my mind anyway and it has to do a lot with language, but as I understand it on the 24<sup>th</sup> the city came up with a piece of paper that Chancelor signed which was a continuance of the original injunction of 1966 but mentioned these new people by name, Champa, Worth, Epps.

Frank Miles- I am not familiar with that. That could have happened now but...

David Yellin- As far as I know that did happen that the Chancelor signed...in continuance.

Frank Miles- As a continuance.

David Yellin- He signed it on a Saturday. Then the 27<sup>th</sup> was when the Chancelor held these people in contempt because they were mentioned on this continuance and then that is when COME started and they started to go to meetings, Monday, Tuesday, so on. So they were against the injunction.

Frank Miles- Well, you would have to get that from someone that has better knowledge of the legal...

David Yellin- Well I..

Frank Miles- I am familiar with contempt citations on labor disputes and this injunction had been standing and what happened out on Main St. triggered the city into issuing or filing a complaint with the Chancellor, that the union and namely individuals, Chandler, Worth and so forth are guilty of contempt of this injunction.. Now which the basis on which they were issuing this was not just the incident itself but a series of things that had happened. This was were they were citing, made reference to statements that were made in the meetings and so forth. And a whole series of things that all tied together constituted a violation of this original injunction. But the citation was based upon a contempt for of the injunction. It was not a continuation, it was a contempt citation of the injunction.

David Yellin- So the contempt started that Saturday.

Frank Miles- Right, right after the incident happened on Friday but on Saturday is when the contempt citation was issued.

David Yellin- They were also informed that they had that ready before Friday.

Frank Miles- Well I can say this to you that Henry himself was not highly in favor of this and other people sort of pushed and pushed and pushed him in to this decision and then he had to, when I talked to him I got the impression that this was something he regretted he allowed to happen.

David Yellin- Now, let me ask you this, somebody said to me as far as he could tell, mayor Lobe and all of the city people involved were not in favor of this, but there was pressure from somebody to do it. This man because of his position name it but Frank Miles can. Now I am putting you on the spot.

Frank Miles- Oh gee wiz.

David Yellin- Unfortunately we have our own idea of who it is but we sure don't want to get involved in this kind of speculation. If in deed the mayor did not want to do it and for good and sufficient reasons, he was locked in as you told him and he couldn't talk to them after this and so on. Who would put the pressure on the mayor...

Frank Miles- Well I believe that there was probably a division of opinion among the mayor's own advisors. Probably there may have been some people on Main St. that felt this was getting out of hand but I really couldn't say who it was. I really don't know.

David Yellin- You mean Main St. community business men.

Frank Miles- I am talking about businessmen in general that felt that this thing was getting out of hand. I am speculating on that one.

David Yellin- Ok.

Frank Miles- I have no personal knowledge. But I would say that within the mayor's own group of advisors and behind the advisors there is an echelon of other advisors, and advisors behind the advisors. People who believe in the same philosophy or they are friends with the mayor, friends of the people, friends of the mayor's or friends of the people who are advisors to the mayor. So you get all this pressure coming and I think that probably there was that group among the mayors advisors, that were exerting pressures. Then there was the mayor himself that was kind of on the fence. Didn't like the idea too much and maybe some others in his group who were saying no we shouldn't do this. But somehow, it's just like the president sitting up there with advisors. Those and the hawks, who wins out and influences him on the final decision. And I think this is really what was taking place and I don't think it was the mayor's group or the mayor's advisors and some outside pressure being exerted, no, I am not convinced of that. I think it was in his own group and the people behind his advisors.

David Yellin- Who said to him if you said this is an illegal strike show them, it's an illegal strike.

Frank Miles- They felt that maybe the injunction could stop the whole thing. They were laboring under the impression that if they got the injunction, or if they cited for these people for contempt, if they put them right strictly under the injunction that now they were in contempt of it. Now they had been fined and now they were being sentenced to serve some time in jail, that this would have a restraining influence on this union and maybe they would get out of the picture, I think I know the reason that they may have felt the union would get out of the picture. It was because they had the feeling that all the union wanted was the money. There was some statements made that could have left that impression too.

David Yellin- Again we have to talk about this frankly and it is up to you, the mayor said and several others, that Mr. Worth said to him, I am trying to do my best to quote him correctly. You give me the dues check off and you can write your own ticket.

Frank Miles- I heard this several times. I never heard Champa say this, or Worth say this.

David Yellin- Mr. Worth....or both of them...But you heard about this?

Frank Miles- I heard about it, but I never heard it myself.

David Yellin- Let's assume that indeed it was said and that is quite possible,

Frank Miles- I heard it from enough sources that I do believe something along that line was said. Must have been said.

David Yellin- Now, could it possibly be another interpretation other than the way it was conveyed to us several times, the allegation was always accompanying it was, see all he wanted was the money.

Frank Miles- Yes I think....

David Yellin- Is there another interpretation?

Frank Miles- They were probably misinterpreting this because having been in the labor movement why what they were really saying was give us union security see..

Joan Beifuss- then work from there...

Frank Miles- And then we can go from there.

David Yellin- Because now I am sure that he would not mind, I think, well I am saying I think, but somebody did tell us Taylor Blair it was. He said he heard Mr. Worth say to the mayor if you believe that I will tell you what I will do. I will give all of the dues for one year to a charity you name.

Frank Miles- This was published in the paper. This accusation was made that thing you are talking about however, the instance of that happening never got out in the paper and I will give Henry credit for this, he never one time confronted this man with that statement. That either Worth would make, or there was even one before this that was a supposed to have been attributed to Champa. I never heard Henry ever confront him with this, either directly in the meetings we had and we had some of them that was no one there except the mayor and Jim Reynolds and Worth and myself and even in those discussions he never once brought this up. I never saw in the paper anywhere, where Henry made this accusation. I think he is a follower of a lot of integrity in this way. You see he had made some statements like calling him a son of a bitch before, but he will call his best friend that see in the hall or something. He doesn't take this personally. So he felt that maybe Champa was saying this but this isn't something I am going to blast him with you know because of the context in which he was saying it. I think he was really misinterpreting what Worth and Champa might be saying to him. What they are really talking about when they say check off they are talking about union security. And because of the lack of understanding and appreciation...

David Yellin- As opposed to personal gain or..

Frank Miles- Right as oppose to personal gain, that money wasn't going to make that much difference, if that union was struggling for existence it would be different. This union is now is up and growing...

David Yellin- You mean this union at international?

Frank Miles- This international union is not financially embarrassed by any means.

Joan Beifuss- Did the mayor in the early stages of the strike, were any of his advisors people that were of great cognizant of labor mediation situations?

Frank Miles- This was one thing that was lacking in most of his advisors. He had one man, and a lot of these people I would gather would be in and out of these meetings you see. If the same fellow stayed in the meeting all the time who had the background in labor relation experience it probably would have been good. But they were in and out of these meetings. In some of the hard core meetings you probably had people that had very little appreciation. And at other times, toward the last I know personally that he had the benefit of advice from people that did know.

David Yellin- So we could say accurately or somewhat accurately if we were describing it now, from hindsight that part of the new administration and Henry Lobe feeling around of who he could trust and who he should go to, this was a normal thing of the first couple months.

Frank Miles- I thought this was the part that was unfair to the city administration as a whole and to Henry himself personally.

David Yellin- If he had a kitchen cabinet which everybody kind of develops anyway, maybe they would have been more knowledgeable about these things.

Frank Miles- I said unfair, I meant unfortunate, that this is a better word really, it is just absolutely unfortunate for everybody concerned that this thing had to come up. But you see you have to take this thing in the context of the whole period of the last 5 years or the last 10 or 15 years. Because this whole idea of resisting organization is not an idea of Henry Lobe's. This happened to be the idea of the city administration before. Because they are the ones who had gotten in injunction. This had prevailed for years.

Joan Beifuss- Let me ask you something about that continuing injunction. Probably very naïve and I don't understand the legality of it. Is there some way when that injunction was issued, that injunction that had lasted 2 years or so, could someone have gone into court and lifted that injunction let's say a year ago?

Frank Miles- Oh yeah they could have gone in later and entered a plea for dissolving the injunction.

Joan Beifuss- Was this negligence on someone's part that they didn't try and end that injunction ages ago? I assume they would have issued a new injunction.

Frank Miles- It really would have made no difference they could have gone into court and got a new injunction.

David Yellin- But they probably wouldn't have done it as readily thought, probably if it hadn't have been on the books.

Frank Miles- The first instance that came up when they got the injunction was sort of a disorganized thing and then I don't think the international union was in it quite as directly as they became involved in this.

David Yellin- As a matter of fact they never had to use it.

Frank Miles- NO they never actually had to use it, no one actually went on strike it was a threat of strike.

David Yellin- They made it up on Sunday and Monday they came back to work.

Frank Miles- Right there was no actual strike that ever took place. So it was one of those things that just laid up there and no one actually paid attention to it. It may have been negligence but I don't think it would have made a difference one way or the other. At this point here is when I felt, and as I pointed out to Henry that if these people that are fined if they are jailed then they are going to be under this injunction so restrictively that they can't speak out one way or the other even hardly to go in and tell the people that we lost the strike and we are going to go home and you fellows are going to go back to work. As I reason with him he is never going to do that. SO you are going to have a vacuum in this situation and who is going to come into it then? Who is going to assume their leaderships. And this is the real danger, so before it gets to late, somewhere along the line you need to sit down and I kept saying, not suggest that I sit down with him. But you need to sit down and start negotiating and start talking. At some point you have got to start doing this or you are never going to settle this problem.

David Yellin- What did he say to that?

Frank Miles- His reaction is always the same. I never refused to recognize them, I have already stated not only to them but publicly what we will do them. But this time I think the letter bend in the paper that they were going to make them an offer and that they would deal with representatives there, employees choosing and so forth, but that letter, do you have a copy of that letter?

David Yellin- Yes I think we do.

Frank Miles- You know that letter was very careful drafted, it was saying everything the city would do such as granting increases and so forth how they would handle different things on fringe benefits and what have you but it never came right out and said we will recognize the union as the exclusive bargaining representative. It never did say that at all. But it did say that we will recognize the union that is requested by the people and deal with it. But it never said they would recognize them as the exclusive bargaining representative. Which consummated labor agreement as such.

David Yellin- And that's why the union didn't accept the letter?

Frank Miles- Well you see Worth before the city counselor one time went on to say we don't need a labor contract as such just give us a letter... (Tape Ends)