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Henry Loeb, Memphis Mayor, July 1st 1968

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David Yellin- This is tape 1 with mayor Henry Lobe, this is July 1st 1968, Carolyn Yellin and David Yellin in mayor Lobe's office at city hall.

(Tape Break)

David Yellin- Well mayor and we have a great deal of information obviously about, being included in...Right you can keep the original. That would be included in your biography but there is one element that has not been told enough that I happen to know about and that is your service as a PT boat commander and we find that this may be kind of relevant, not only, I think it helps paint a picture of the man Henry Lobe after which one we are after but also I wonder in discussing this if you could not reflect on how your experience as a PT boat commander gave you a concept of command and handling people, tactics and so on.

Henry Lobe- I don't see any relevancy at all. I was in the navy, hundreds of thousands of people were in the service. What this has to do with the sanitation strike I don't follow.

David Yellin- Well we are sort of trying to get a background and to fill in some...

Henry Lobe- The one thing you will find most people in the service at one time or another.

David Yellin- But did you feel for instance your service as a boat commander, did that change your life in any way?

Henry Lobe- Not one way.

David Yellin- Well that was what we were wondering about and trying to get at.

Henry Lobe- Because back in 44, 5, and 6 that was years ago.

David Yellin- Well you know what is it, the son is the father of the son, I mean...

Henry Lobe- I don't see any bearing or any reason for one relating to the other.

Carolyn Yellin- Is that a PT boat there on your office wall?

Henry Lobe- Yes I was in PT boats established at the museum a guy asked me to hang it there.

Carolyn Yellin- Oh I see.

Henry Lobe- Well then we obviously can get right to the strike because that is what you want. How much of the problem and the crisis do you believe can be attributed to the former administration?

Henry Lobe- I don't know and I am not going to guess at. I don't know how much the former administration had to do with it either directly or indirectly. I had my suspicions but it didn't (muffled) suspicions so I will say that I don't know.

David Yellin- Could you relate practically chronologically which would be a sensible way unless you have any other way that you think would be better, your first association or your first knowledge that there would be a sanitation strike?

Henry Lobe- Well the first knowledge that there would be a strike was when the men walked out.

David Yellin- Can you tell where you were, who you heard it from can you recall these incidents which may seem incidental to you but they..

Henry Lobe- I don't remember exactly...

David Yellin- Well whatever you can.

Henry Lobe- I think this was on a Monday morning I was probably already in the office.

David Yellin- Do you remember who called you sir/

Henry Lobe- No.

David Yellin- Do you remember what your reaction was?

Henry Lobe- No. Certainly it was of surprise but I don't specifically remember.

Carolyn Yellin- Was this because perhaps the press of other business since that it was a new city form of government and there was so many things in the shakedown stage at that point mayor Lobe?

Henry Lobe- It was a combination of several things, first of all we had been in office only several weeks and I hadn't had time to be unfair to organized labor but I had done everything except. Trying to come to grips with the different problems we face in the city the biggest one of which was and is money. Secondly we had only one grievance and if you investigate these days you will find that this grievance come sup repeatedly and it has never been reported to my knowledge that the grievance was handled in this way. It never came to me, it didn't have to we had a grievance procedure. The union took it up with Charles Blackburn who is the director of public works. Mr. Blackburn felt that the union was correct. Mr. Blackburn took the union's suggestion acted on it put it on every bulletin board the next day and from the day after the grievance came up our policy was to do as the union suggested. Yet during the strike we kept hearing about this grievance, that was unfurnished to different people involved and so forth. We first inherited this procedure from the previous administration and some several weeks after we took office the grievance came up and it was acted on and ameliorated, and ended. Yet all during the strike we heard about it.

David Yellin- Now is this grievance the one that had to do with the rainy days?

Henry Lobe- That is correct.

David Yellin- The January 31st and...

Henry Lobe- Correct.

David Yellin- And your version is that it was taken care of?

Henry Lobe- Not my version the facts are the grievance was brought up by the union and Mr. Blackburn didn't come to me, he thought that the union was correct and did it there way and posted it on every bulletin board the next day, this was before the strike or the walkout. So the grievance was handled and it was the only grievance we had.

David Yellin- Then when the strike came on February 12th what was the cause, why did they strike from your point of view?

Henry Lobe- Well I can't again when I don't know I can't answer. We had a new form of government and I think that somebody whoever started the strike felt it was a new government and the weakest time to strike at a new government was when it was starting out. I think this was basically the reason.

David Yellin- Do you feel this strike was started locally or was it aided or encouraged by outside forces the national union.

Henry Lobe- Well my information it was started both locally and nationally.

Carolyn Yellin- The national followed up very quickly, they were in here weren't they the next day wasn't Mr. Champa in the next day?

Henry Lobe- The day that they walked out which was a Monday they didn't come in so the following day they were here. So my feeling is for that reason and many others that it was both local and national.

David Yellin- Can you discuss the many others?

Henry Lobe- Well the many others for the national being involved?

David Yellin- Yes sir.

Henry Lobe- Different things said during the strike, different positions taken, different bits and pieces of information came up here and there.

David Yellin- Is it possible for you to tell us what those are?

Henry Lobe- Well, even now we are weeks behind it I don't remember it precisely. But you asked me a question. In my opinion the strike was started both locally and nationally.

David Yellin- Yeah.

Carolyn Yellin- Do you think this had perhaps even had been a think that was in mind in the union both locally and nationally, before you took office?

Henry Lobe- Oh yes, oh certainly I think that one of the items that you ask about is the policy of the national union that they want to organize municipal employees at all levels, all over the country, this is a part of their national pattern.

David Yellin- Were you aware of this mayor Lobe, when I say aware of this obviously you knew about it but did this strike you when you heard about the strike that there might be an implication or an association with the national, a national pattern..

Carolyn Yellin- The New York garbage strike, at that time...

Henry Lobe- Well certainly I wasn't oblivious to what had happened in New York and certainly I knew what the national policy of the union was and as far as I am concerned my duty was locally and my interest was local and I think my record bears that out. I was actually doing what was right locally.

David Yellin- Did you have any inkling that this might proliferate into something larger or would take long, just again for the record.

Henry Lobe- No, no, no, this was a work stoppage we had them before and at all appearances of not lasting long.

David Yellin- I mean without even attempting to sound flip, or even suggest that you did when you first heard about it, you said it was a work stoppage and there was...

Henry Lobe- I said it was a work stoppage and an illegal work stoppage as it was. It was against the law.

Carolyn Yellin- Because of the 1966...

Henry Lobe- Not only because of the injunction but also because of the case known as the, I can't think of the name of the case, I am not a lawyer. There was a case that it was based on...

David Yellin- In New York State.

Henry Lobe- In the state of Tennessee.

David Yellin- State of Tennessee.

Henry Lobe- Yeah, I have forgotten the name of the case that it is based on. Alcoa Case right.

David Yellin- Thank you.

Henry Lobe- Both the injunction and the Alcoa case.

David Yellin- Now, again and what we are trying to do here mayor Lobe..

Henry Lobe- Well before you move from that, this is one of the important things of the (muffled) were the government of law has. Anytime somebody puts himself above the law, it doesn't matter who he is you have got a very bad situation. If we are going to have fairness in this country it has to be of laws and not of men. And nobody has a right to go beyond a law. In this matter it was clearly against the law and we didn't try to throw the law book at anybody and in fact we waited several weeks to go into court. Finally I almost felt like a happy boy in the court, we did and we went into court. Judge Hoffman who was a fair jurist was elected as I remember with a labor backing made a ruling based on law that this was an illegal strike and sentenced some of the participants to I believe it was ten days in jail.

Carolyn Yellin- That was in March wasn't it? No that was February?

Henry Lobe- I don't know, the chronology of this thing you can get.

David Yellin- Yes. Well therefore, can we take cue form you, why did you feel that you had to go into court?

Henry Lobe- Because when we went into court some weeks had passed and there was, there were many reasons for going into court, one was we are a government of law and the law was being plundered. And it was time to go into court and get an evaluation by a respected jurist of whether this was so or not. And the jurist in his decision reflected the fact that what was happened was against the injunction and against Tennessee law as shown in the Alcoa case.

David Yellin- Now is this in the Chancery court?

Henry Lobe- In Judge Hoffman's court.

David Yellin- Yes that was March 8th was the date.

Henry Lobe- Again I don't remember.

Carolyn Yellin- The events are too far past.

David Yellin- That is the event hat you are talking about that you finally went into court.

Henry Lobe- Yeah.

Carolyn Yellin- Mayor Lobe at one point did you arrange and as I understand it you arranged the food stamp arrangement for the strikers, can you tell us a little bit about that you think?

Henry Lobe- Well I don't remember the exact date but as I remembered a man named O.W. Pickett came to see me to say that the strikers youngsters were hungry. It was my feeling that we weren't fighting children and that it wasn't a fight. It was a matter of men who worked for us not being beaten but simply being given a square

deal where they had time to evaluate the facts. Somebody had to take the responsibility and nobody else would. So I did. We issued as I remembered in the first increment \$10,000 worth of food stamps, partly into the food stamp program which represented many more dollars in food for the strikers families. Of course this is a unusual thing we had what amounted to a dispute going on and here was one active and subject to a lot of criticism and I thought that (Muffled). Talking the responsibility for feeding the striker's youngsters that were supposed to be youngsters of course we fed the strikers too. And the thing that wrinkled it a little bit was that information came out that this was being done by the union, so that when the second increment of funds was given by the city again I took the responsibility...

Carolyn Yellin- Do you mean that when the food reached the strikers they were told that it was from the union?

Henry Lobe- Our information was that it was indicated that it came from the union, so on the second increment we handle it in a different way, so that there could be no doubt about where the food came from. The money for the food stamps came from.

Carolyn Yellin- How was that?

Henry Lobe- I don't remember precisely but it was set up in a special way I think here at city hall.

Carolyn Yellin- So that the strikers came here and they were aware that this came from the city government.

Henry Lobe- I think so I am not 100% sure but it was handled in a different way.

David Yellin- Why did you do it mayor Lobe?

Henry Lobe- Why did I do what?

David Yellin- The food stamps?

Henry Lobe- Well the food stamps were one of many things that were done to try and keep this a labor dispute and not a racial matter. For example I made a suggestion to the union at the outset of the strike, to two men, one to Frank Miles who later became a mediator and the other one to a man that was named Taylor Blair and that was that to prevent to hiring the strike breakers, this was right at the outset of the strike, it was my feeling that nobody had a right to strike against the public health and the firemen doesn't have a right to strike and the policemen doesn't and then the garbage worker doesn't because public employees don't have the right and I think Meanie, George Meanie has come to this feeling based on his expression that nobody has a right to strike against the public health or the public safety, city employees have a right to join a union I recognize this the day the union came into town, never doubted, wouldn't even require election. So the first thing we did to try to keep the labor matter as it was we recognized the union on the day that

they came into town this is a matter of public record. IN addition we didn't require an election and in addition the food stamps I hoped would be an impotence towards keeping it towards what it should have been a labor matter and not a racial matter. Then the suggestion was made by me to (muffled) the hiring of strike breakers. Mr. Miles and Mr. Blair were elated and delighted and it was later rejected by the union. What this suggested was that if we utilized the men that didn't go out on strike that pick up of garbage from hospitals and schools and the downtown area. And if we commit not to hire people but to keep the status quo to the number of people on the payroll as of that day right at the start of the strike and place 20 large garbage trucks around town and let neighborhoods and people bring their own garbage and we would have committed just to one thing not to hiring strike breakers and that was that there would be no violence. This was rejected by the union to the horror to the two men who are labor people basically.

David Yellin- Can you give us some details of how this was transmitted to the union by whom?

Henry Lobe- The two men took it to them.

Carolyn Yellin- Frank miles and...

Henry Lobe- Before they left this office they wanted me to talk to the director of firemen and police and I remember calling him at a difficult time reaching him and he went along with me on this and they were just thrilled and so they took it to the union and both of them called me in to basically tell me they are very apologetic and sorry and remorseful.

David Yellin- They took it to whom?

Henry Lobe- To the union.

David Yellin- Henry Lobe- Well do you remember to whom?

Henry Lobe- I don't know to which man he took it to they took it either to Champa or Worth and it was rejected by T.O. Jones, and it was rejected by the union involved.

David Yellin- Now you brought up this question of the union racial matter.

Henry Lobe- Well let's go a little further on the same track while we are there. There were other things done to keep it a labor matter not a racial matter, for instance in open court the union lawyers name was Sabella, stated publicly t hat the union members had quit and therefore, you remember this.

David Yellin- Yes.

Henry Lobe- And therefore, nothing was over and he said so they have quit. Despite that the seniority was protected and when they went back to work, everybody that went back to work was taken back. In addition, the union life insurance was

protected at the expense of some effort the life insurance company agreed to belong with it and we protected the union life insurance. The health insurance...

Carolyn Yellin- The city paid these...

Henry Lobe- No on life insurance the city pays part and the individuals pay part and the city got the life insurance company to continue the life insurance in effect in exchange for which the life insurance company agreed to wait on the individuals portions, on their payment on their life insurance.

Carolyn Yellin- Is this for all the workers, or is this the group insurance plan?

Henry Lobe- Well what do you mean the same life insurance employee is for all city employees.

Carolyn Yellin- With all the city employees.

Henry Lobe- Sure that is your insurance there is no difference.

Carolyn Yellin- Did most of the workers have that insurance?

Henry Lobe- I don't know whether most of them had it or not. I have forgotten, at one time I knew. AI would guess that the majority didn't have it.

Carolyn Yellin- But those who did it was continued?

Henry Lobe- It was continued and there were other things done and I can't remember at this time, but at every opportunity I could find was to keep the thing what it should have been a labor matter. One of the reasons, another item that was done was insisting that the meetings be open.

David Yellin- Yes.

Henry Lobe- This is the public's business and I think the public had a right riot know how its business was being conducted.

David Yellin- Now meetings between the city and the union?

Henry Lobe- The union wanted the meetings closed.

Carolyn Yellin- Closed to the...

Henry Lobe- They wanted the meetings closed to the public.

Carolyn Yellin- Closed to the public and closed to the press?

Henry Lobe- Your right, I insisted that he meetings be open and they remained open. These were some of the things that were done and there were many others.

Carolyn Yellin- So that in other words every meeting that you had was an open meeting?

Henry Lobe- The only exception that I can think of, well the first night at about 1:00 in the morning, Champa the union man requested. Mr. Champa requested that two of our men talk to two of their men and we have a room here adjoining and they went into it and talked and asked that we come in for a minute and I went in for a minute and Mr. Champa turned to me in this meeting and said and I have two city men that were in the meeting heard the thing just like I did, Frank Giannati city attorney and Myron Hallie assistant city attorney and they said words to this effect, I don't remember the precise syllables. He turned to me and said look mayor all we are seeing is the dues check off, the dough. Give me the dough and you can write the rest of the ticket yourself if you want to we will fire a local (muffled). Everything else you can have the say on but we are going to get that money that is what we came for.

David Yellin- Now do you recall your response to him?

Henry Lobe- The response was unprintable.

Carolyn Yellin- Was this...

Henry Lobe- But the answer was hell no. This was the union dues check off he was talking about.

David Yellin- Right, do you recall again as much of the dialogue as you can recall.

Henry Lobe- Well generally it was like that my answer was no just as I told you. He basically, what the union said they were talking about when it came down was in this telegram which came right at the outset and they said and show you the folly of the strike that they were an exclusive recognition of local 1733. They didn't get exclusive recognition no union has gotten it and no union is going to get it. Anybody has the right to join the union this is the law and I certainly respect it and I am not anti union. But any union or any man speaking for him self has the right to be represented by a duly elected official. The reason they didn't get exclusive recognition you certainly are entitled to a copy of the memorandum of agreement, was that I felt that anybody else had a right to represent them who wanted to or the men themselves. So point 1 that they made, they were offered recognition the day they came into town and was given it exclusive recognition they didn't get. Second point, was establishment of a reasonable grievance procedure for the right of union representation at all steps. Day to day problems can be resolved in an orderly manner with arbitration as the final step. They didn't get that. What they did get and it is the memorandum agreement. First of all they continued a meaningful grievance procedure which we had already identified one grievance and it was handled. In the memorandum of agreement you will find that the mayor has the final say and this is how it should be the mayor was elected to do certain things and no right of the mayor was bargained away and any grievance that comes up in the final step is the decision of the mayors. (muffled) that is unequivocal so arbitration is the final step in a meaningful grievance procedure point 2 they did not get. Point 3 establishment of a decent wage for the employees involved. Before the union came to town all city employees were slated to get a raise and these employees were scheduled to get 5

cents like the remainder of the city with certain exceptions that were promised raise last year and didn't get it. You will remember the electric folk and some of the people from the fire, police and hospital were promised a raise predicated on the (muffled) and when it didn't pass they didn't get the raise. So they got a higher income. Now in the decent wage for the employees involved, they were slated as I remember 8 or 9 cents and we ended up with 10 cents and 5 cents in September. The amount of the raise to July 1 was paid for privately by a donation by one individual. So the city in affect did not pay them a raise up until today when all city employees are going to get the 5 cents plus oh in some categories.

Carolyn Yellin- I didn't realize that did go through. Has that ever been known?

Henry Lobe- Well you have it on your record right here right now, I think so, But whether it was known or not.

David Yellin- Would you care to identify the person?

Henry Lobe- No he didn't want his name known but he sent us two checks for \$30,000 each.

Carolyn Yellin- And his concern being that he knew the city had financial difficulties...

Henry Lobe- I think his concern was that he wanted the city to be fair to all the employees and by his donation the city did not pay a raise e to these folks ahead of anybody else.

David Yellin- Mayor can I request is there any possible way that the name of this individual...

Henry Lobe- His name is not going to be used because he required that it not be.

David Yellin- Not be used but could it be turned over to history and give a cut off date as too...

Henry Lobe- I have a funny habit of always keeping my word and he required that it be confidential. Well let's put it this way, the controller that retired is a very (muffled) man (muffled) because he handled the checks. The lawyer who contacted him, Tom Pruitt is with Armstrong McCad and Pruitt and so forth, knows the name of the man because he actually as I remember it when it came time to pay this money he called the gentlemen and he sent the checks in. Gerald Moore the chief administrative officer of the city knows the name of the man because on this amount of money I wanted at least one or two witnesses that it went where it should have gone even thought he money was sent in by checks. So you will have to take my word for it because I am not going to identify him.

David Yellin- Yes sir well all I am trying to do is see if we can make an arrangement to turn it over to history and it won't be used for ten years 15 years or whatever.

Henry Lobe- I am going to have to turn it over just like I said because I am not going down.

David Yellin- Ok fine.

Carolyn Yellin- We are thinking of the persons that you know may be listening to this tape 50 years from now when we are gone because they are going to be apart of the archives.

David Yellin- Should be part of the history.

Henry Lobe- The most generous giving is anonymous giving without any implication of credit or (muffled).

Carolyn Yellin- And it should be respected.

Henry Lobe- This man did it (muffled)n and it is going to be respected, the 15 cents that they ended up with 10 cents in July 1 and 5 cents in September. In the first place they wouldn't have come out at 15 cents except for once the council which is legislative got into the executive branch to the extent that at least one member of the council wrote a letter suggesting the 15 cents and once he put it in print with a letter it is hard to get off of it when you remember that Dr, King was killed and it was everybody's feeling after that horrible thing happened in Memphis but the matter had to be settled. The 15 cents therefore was set by individual members of the council, not the council as a whole and when they put this into print or at least one of them put this into print this was a figure that would be referred to by all city employees. First of all they ended up with a 5 cent, the 10 cents came just about at 5% which is what the rest of the city got, So the 5 cents was extra. But we are seeking for the sanitation workers themselves, through natural attrition, nobody has been fired, to make this (muffled) through one pickup a week and more productivity. And we are not replacing people who leave to get this 5 cents, not having the city pay it out if I make this at a point. If you want me to develop that a little further. Instead of this costing the city, through less sanitation workers we intend to save this much and more and show that the city will not pay the extra amount and in addition through attrition as they get this extra 5 cents we are trying to make this available to all sections of the city. When other people are more productive and when we can operate with less people and we got almost 500 people off the payroll that are not replaceable since January 1. We are hoping to offer more to the people who do more work with less people. The thinking of 500 is an understatement in that during the strike we were hiring. We are almost 500 under where we were when we took over but during he strike when the (muffled) was thrown away and of course we were picking up the garbage we went above where we started out, so when I say we are 500 under where we started out, we have dropped even more since the day the strike ended. SO as far as the establishment of a decent wage goes, before they came to town the sanitation men were going to be given 5%. The whole thing earned them approximately 5 cents and this same thing is going to be given in effect to others such as the city. On the payroll of union dues,

payroll deduction which is what Mr. Champa identified and Mr. Worth the first time as being the thing that the union's was interested in explained it many different ways. They said that the union couldn't continue unless they got, it was my feeling first of all that a good union didn't need a dues check off because they would collect their own dues. We had many unions that the city dealt with and no one of which had a dues check off. A bad union shouldn't have it, I a not saying this is a bad union I admitted to dealing with them yet to firmly establish in my mind what my evaluation is. But in any event I don't believe in a payroll check off. And if Dr., King had not been killed even former check off that we got into never would have happened and of course the mayor has the authority to say what will happen in the executive branch. The way that I planned to stop it prior to what happened was that we had the city credit union and the credit union was independent the city. As I remembered 4 out of 5 of the directors of the credit union was not on strike but if during the long negotiation some thing had happened involving he check off I planned simply to go to the payroll and stop it at the city payroll window, had no jurisdiction over the credit union then or now. And the way they worked it out was with the credit union and this was the way they got the money that Mr., Champa identified that he wanted and Mr. Worth as a matter of fact later on. But the payroll check off by the city they did not get and they won't get and it has been said that this is a play on words. I don't like what we did but in effect I simply agreed to do what I insisted on the union doing, leaving the things to the city that were the city's. The city is not paying the payroll check off. The things to the union if it were the union's and the things to the credit union, were the credit union's and reserving the individual rights for any man to stop his payroll dues check off anytime he wanted to, by simply requesting it of the credit union. Anytime that the man loses his right we will be back into it and quickly. So as far as the payroll deduction and union dues by the city goes it did not happen. We did this other thing (muffled).

David Yellin- May I ask for clarification and I think you are really doing wonderfully detailed. Is there, has there ever been any estimate as to how much it does cost for the check off? Or was that at all your concern?

Henry Lobe- Cost to the city, it costs the city virtually nothing. I say virtually but there probably is some payroll work connected with it but very little. But actually the question that you asked is not your in, in that nobody ever really felt that this was the sticky item. The sticky item...

Carolyn Yellin- The cost was so minimal you weren't really concerned with cost it was concerned with principle, the principle.

Henry Lobe- It was brought up but it wasn't real. It was principle and to them it was money, they said this was the only way they had to collect in dues. It was my feeling that dues shouldn't be collected this way. And during the strike I had an overwhelming backing from most union members form all the big unions in town I got petitions requesting me to continue doing what I did, I am not talking about union leaders, I ma talking about individual members of unions all over town buy the thousands.

David Yellin- They didn't hesitate to identify themselves as union people.

Henry Lobe- No we got petitions from union membership at Kimberly Clark and Firestone where the union meetings were held and Memphis publishing company union itself sent in a petition negating what the union president the guild president had said and I think they made the union leadership and the guild change from the positions that they had taken.

Carolyn Yellin- There was a change, they took a vote.

Henry Lobe- The guild.

Carolyn Yellin- The guild, the newspaper guild took a vote and then changed their position later.

Henry Lobe- Now some of the thousands of telegrams and of petitions of the type I am telling you about and of letters and of phone calls by the bushel basket are here. They are all here and I think...

David Yellin- Is that available.

Henry Lobe- Sure its available.

David Yellin- Is that available to copy...

Carolyn Yellin- Could we either copy it our could you contribute it in its original..

Henry Lobe- I am not going to contribute it is part of the city record but you are welcome to copy anything you want.

Carolyn Yellin- Wonderful.

Henry Lobe- You are going to find that the city of Memphis as expressed in the thousands of letters and of wired and in telephone calls and in personal visits that came in down here was at least 100 to 1 behind the position I took, at least 100 to 1.

Carolyn Yellin- I was going to ask.

Henry Lobe- There was one day alone in which I received over 25,000 communications and they ran better than 100 to 1.

Carolyn Yellin- Did you get national communications after the beginning of the talk of Martin Luther King.

Henry Lobe- The out of town communications were (muffled). After a point I quit answering them. The type of thing I got was best identified, some telegrams I got from California. And when I answered them and these were from a church in a town near Berkeley. I got a letter back from a minister extremely concerned his name had been signed to telegrams giving me the devil. He said not only had he not sent them but he was very much behind the position I had taken and could identify to him

where they had come from. There were other things showing that people from out of town were completely (Muffled) for them and the burden of answering everything is identified in the uncommon way of me in not answering your letter quickly. That was that I simply quit answering out of town mail except specifically...

Carolyn Yellin- Did you have to add to your staff to handle this burden of mail.

Henry Lobe- Oh sure we had volunteers all over the place and had to result to a formal message in a lot of cases. And there wasn't any other way around doing it. It became so (muffled) some of the men from out of town were fascinated and I have a (muffled) here and it included such as this one which you can put on tape.

David Yellin- No on the, should we read it.

Carolyn Yellin- We couldn't have a Xerox copy?

Henry Lobe- That is one of thousands.

David Yellin- That Misible Dunka poor white trash dishonor the mayor of Memphis Tennessee and (muffled). Another nigger loving yankee son of a bitch top of gold whatever that is tonabee. I can't get that.

Henry Lobe- From Kingston New York.

Carolyn Yellin- Upper.

David Yellin- Kingston New York I think is upstate New York.

Carolyn Yellin- And on the back....it says...

Henry Lobe- I don't know where Kingston is.

Carolyn Yellin- While big daddy ain't it about time, do I want to read this.

David Yellin- Ain't it about time you spit the grit out wiped the fatback off of your jaws and the black-eyed peas out of your ears and start listening and talking.

Henry Lobe- Now by the hundreds now during the strike I just putt hem under the cabinet and I am sure that they filed them, that is one of the more colorful ones.

Carolyn Yellin- It is colorful that I think for the record it is interesting that is done with some fancy printing and someone took a lot of trouble with that, crayons and colored pencils.

Henry Lobe- On the vilest reports and I had forgotten who did it (muffled) was the accusation out of town that the reason I didn't want to sign this contract was, I remember it and I have got copies of it here, all this available to you.

Carolyn Yellin- Wonderful.

Henry Lobe- I didn't want to be the first southern mayor to sign a nigger contract. Quote unquote, this was a damn lie, I was brought up with a mother and father who wouldn't have permitted me to use that expression, my father would have warned me and I was never used in our house and nobody has ever heard me use it and yet this was printed, I think originally well I better not guess but I have got them here and it was reprinted all over the country saying that I said this and completely untrue and when I tried to get into one of them about where he had gotten it, it was refuted that it came from union members that indicated that I had said this and I have said this I never used t his word, never.

Carolyn Yellin- Mayor Lobe I mean I think that this must have made you angry and I think your anger....

Henry Lobe- Well it didn't make me angry...

Carolyn Yellin- Well it would have made me angry.

Henry Lobe- It identified why I want to be sure that you two signed a statement that anything that I said was going to be factual.

Carolyn Yellin- This is what you meant by your fingers had been burnt.

Henry Lobe- Repeatedly and overwhelmingly, in TIME magazine of this day.

David Yellin- Did the Time magazine man ever talk with you?

Henry Lobe- Oh he talked once or twice. Time magazine I have read Time since it started and this identifies the depth of feeling I have about his thing. I read it overseas for two years but I have no more confidence in them, if they can point untruths of the type that they have printed over and over again and have no desire to correct them what so ever. So I cancelled time and it is still coming to my house even though I cancelled. They don't pay attention.

Carolyn Yellin- Of course the word and I think this probably offended more people in this city than the decaying, wasn't that the decaying...

Henry Lobe- Well that was one word but let me finish what they asked for they asked for fair provisions for promotions, there was never any questions about that a man ought to be promoted a lady black or white on the basis of seniority qualification. So there was no task about all that. The city to provide adequate insurance for health hospitalization and life. What we had we still have so it must have been reasonable fair and it turned out that the union found that health insurance and hospitalization insurance and life insurance was available to all city employees sharing the light. Discussions to establish a uniform pension program, the union found out and forgot about hat and the men themselves, well I was out of office, when I left it was uniform pension program for everybody. I don't see it as critical of the previous administration because the men I believe voted to get out of

the pension plan and draw down what they invested in it and get into social security.

David Yellin- When you left as mayor sir?

Henry Lobe- Everybody was in the pension plan when I left. When I came back the men had voted for his other thing and the union withdrew that. Discussions of fringe benefits such as sick leave vacation overtime pay night shift premium and others. The sick leave policy which we were working on and came off of, we finally solidified the sick leave policy sometime after the strike had been settled. It had nothing to do with, vacation policy, our vacation policy was one week for six months and two weeks for a year, three weeks for 15 years, and 4 weeks for 20 years as I remember and the only thing they asked was for 3 weeks for 10 years instead of 15 years and again they dropped it. And then the final owner they had in this original telegram was a meaningful negotiations to immediately improve the criminally low wages of your laborers and drivers. They changed that too a written contract and again they didn't get it. In the settlement after Dr. King was killed I felt we simply had to get this thing behind us after this horrible act and in the country's interests and for many other reasons. So we went to work to try and resolve it with the help of a very fine man from the department of labor, Jim Reynolds. Mr. Reynolds and Mr. Miles I think did a good job, there was no pressure from the federal government he came in town and offered his services. It was my feeling that without pressure, that after Dr. King was killed that we had a different set of facts there otherwise and those facts indicated that the (muffled) should be in the interest of the country and the city an the interest of people and the interest of decency settled even then the union felt that I was tough. What they meant translated was that we didn't give in we worked to get it resolved. We didn't want to do things in the big thing which they identified was money. We allowed the union to go to the credit union to work on their beloved check off but on other things that we are asked to do and I will identify some of them. Some of them slipped in your mind and some I just don't want to get into. Nevertheless we held onto the things that I felt that the city should hold onto. We were asked by the union to intercede in the judgment against some of the men who had been sentenced to ten jail, ten days in jail and the answer was no we will not we are a government of law and what these men got into is between them and the courts. We are not going to get into it, We required a no strike pledge and we intend to see that the no strike pledge is inherited because nobody has the right to strike against the public. Until Dr. King was killed, I think the union recognized this and if you read what they said at the time you will se that they recognized this and the strike was over as far as the labor parts went. The garbage was being better picked up during the strike than it is being picked up today because of the aftermath of the strike and some men not doing their duty. We know this and we are working to correct it. The garbage was picked up as you will notice, and I don't have the book up here right now, see if that label (muffled) will come up here he is still giving a report on the people on the payroll. The draft indicates that during the course of the strike we quit hiring because we had all the people we needed to make one pick up a week, with the help of people

taking their garbage to the front. The strike labor part was over and if it comes again we are going to do our duty again. There has been no sell out here and all of you all disagree with me from your letter you are might admire the fact that I was elected to represent the city and I did it and the things that I did during the strike identified when I ran for office, there wasn't any deviation and there wasn't any sellout, the only change was this horrible thing of Dr. King being killed in Memphis. I have a further feeling that I want to express while it is on my mind.

David Yellin- Sure please.

Henry Lobe- It unless, a mayor of a city does his duty that there are people in the city by the thousands that have no representation and men who go into the union have the union representation. Other people are represented in different ways but there are a lot of people and particularly those over 65 on limited income who have no representation unless their elected officials do their duty. And it is my further opinion based on history and based on settlements in other places and based on my friendship with other mayors and knowing what they did and based on what these union people said along the lines if you hadn't had an honest mayor in Memphis we would have settled this thing within 24 hours of coming into town. That many of the so-called settlements in other towns were based on money and votes and it that these money and these votes meant anything to me because my feeling was that my job was different and my job was (muffled) I was supposed to do exactly what the law called for. This is the report that I get each day and it is significant to what you are talking about in that the overall branch knows exactly what happened on hiring. Any of this information available including what you are looking at. When we came into office in January there were 8,950 people on the payroll.

When the strike started it was my feeling what the heck with money we are going to do our duty. We are not going to allow plague to come to Memphis, we are not going to allow people to illegally go on strike and strike against the public healthy so we hired when the union rejected suggestion about the hiring. So we hired until we get one of f the draft 9118 people. But as you will see we actually quit hiring during the fact that all the people were needed. At this point we quit hiring and let it drift down a little we had more people than we needed and here is where the strike ended. Since that point and we are going to continue this without firing one single person, we have gotten down to a low of almost 8,500 from 8,950. So we are getting close to being 500 off, now it is more than 500 when you consider that we got up to this point and that this is done in the face of seasonal hiring at the park commission, and other places that take on extra people.

David Yellin- But is there any relations hip between the sanitation department and area to the whole thing?

Henry Lobe- Sure it is a part of it.

Carolyn Yellin- This is the total city.

Henry Lobe- This is the total and I have one here on the public works department which I will be glad to show you.,

Carolyn Yellin- So that went off the graph did it.

Henry Lobe- One of my ways of doing business is insisting that things be made public is the fact that any and all this information is available to you it isn't no secrets down here I will be glad to have you come down and look at...here is the public works department by it self of course it became (muffled) that it was the one that went off the rail. But here is what is happening to the public works department now and if you want to come down at some time I will be (muffled) you can see about this attrition that I am talking about. We are cutting it down until we get down to the point with the men themselves are going to help pay for their raise and in fact pay for it.

David Yellin- This is even faster than the total one.

Henry Lobe- This is not directed in venom at the public works force. This is being done in all sections of the city where you have too many people on the payroll. We had them in...

Carolyn Yellin- When you say the men themselves you mean because there will be fewer workers therefore...

David Yellin- They will all get the things they were promised but....

Henry Lobe- Let's put it this way we have gone from two pickups a week...

Carolyn Yellin- Because the economies in the public works.,

Henry Lobe- No let's put it this way. We have gone from two pickups a week to one pick up a week and less people can do the job and in addition there were too many people on the payroll to start off with and what they are doing is simply not replacing some of these people who leave.

David Yellin- Now mayor a question that occurs to me and I would like to think that you might want to answer is why did you yourself begin negotiations with the union instead of delegating.

Henry Lobe- No particular reason, no particular reason. We were a new form of government we hadn't even gotten our seats warm. These men said they wanted to talk to the mayor and the mayor had no objection to it. IF they wanted to see me they came in to see me and I said that the office was open and why shouldn't he mayor talk to them and hwy should the meetings be open.

David Yellin- Now this then leads to the and again the chronology may be a little off. So the firs tone you spoke with as you can recall was Mr. Champa?

Henry Lobe- Well he was the first one because when I came in he was with them.

David Yellin- Now could you discuss your television appearance with Mr. Champa?

Henry Lobe- You mean the one in which he made such a idiot out of himself.

David Yellin- Yes can you explain that?

Carolyn Yellin- I was going to say including your feelings about it...

David Yellin- You know as a former television commentator can you give us a run down?

Henry Lobe- Well I thin what that was, Mr. Champa wanted to get me (muffled) then have respect for the mayor losing his tempter and he tried so hard to do it he got caught in his own trap and lost his temper himself and what hew was trying to do was to infuriate me and it was obvious to what he was doing, but the thing that irritated him was the comment you are breaking the law. And when this hit him between the eyes and he didn't like it certainly. It was the truth and I used it repeatedly. And what happened was he lost his temper and accused me of having a big fat mouth and told me to shut it and a few other things and people all over town resented this because I resented it but it was the better part about it to sit there and look at him.

David Yellin- Why, I mean can you just recall please and as I say I think your version is so important. What was the reason for this dual appearance.

Henry Lobe- There wasn't any reason for the dual appearance Mr. Champa was unused to public meetings he likes them closed. He didn't, I mean he resented tremendously these meetings being open for the public to see what was going on and it was only because I said buy gosh they are going to be open these are going to be open, this is the public's business you might as well make up your mind to like them because it is my feeling to like public meetings and people ought not know what is going on and they are going to be open if you want to talk and I want to talk let's talk, but they are open. In his temper he forgot that the news cameras were there and they recorded exactly what he did and I think you ought to get a copy of that film, I think it tells quite a bit.

David Yellin- The problem is that perhaps it is not available unless you have it available. I am sure all you have to do is check with the TV stations.,

David Yellin- Well we have checked.

Henry Lobe- It was also significant and it was odd the way Mr. Champa could be turned on and off. There are pretty far into a meeting and I remember it and we had been negotiating and negotiating and incidentally with regard to your letter to me, the union broke off the negotiations three separate times. We wanted to negotiation to get this behind us but the union on three different occasions identified (muffled) in a letter and broke off the negotiations. In any event this was the end of along meeting and I guess that he was tired and he forgot the cameras were here. But

when Mr. Worth came to town, Jim Bevel told Mr. Champa and I said this in open court to quit talking and he was turned off just like you turned off a water hose, he had no more to say at all.

David Yellin- Did you find Mr. Worth different than Mr. Champa?

Henry Lobe- Yeah.

David Yellin- in what ways?

Henry Lobe- Well let's put it this way, the statement I made a while ago about Mr. Champa, I have learned to know Mr. Champa and I have nothing against him, the job that he was trying to do that I thoroughly disagree with. I found Mr. Worth to be I don't like to despise anybody, let's talk about Mr. Worth and you can draw your own conclusions, I found Mr. Worth to be a very intelligent man and very knowledgeable in his own field.

Carolyn Yellin- Did you ever have any indication or any feeling that the union may have felt they made a mistake in sending Mr. Champa here? That if they had known a little more about the situation?

Henry Lobe- I think that they did but I don't know.

David Yellin- Well I guess along the same line because what we are searching for the meaning of this would it have been different if say another type of person I don't know precisely what I mean.

Henry Lobe- Well I don't know either.

Carolyn Yellin- Well more courteous.

Henry Lobe- I don't think that had anything to do with it.

Carolyn Yellin- But I think that more than losing his temper I think it was a show of absolutely incredibly bad manners by Mr. Champa.

Henry Lobe- Well I think it was certainly poor manners but I think it was poor strategy too.

Carolyn Yellin- And it turned out to be, but I think that the very fact of poor manners turned out to be the essence of poor strategy at that point.

Henry Lobe- I will tell you another thing, your letter included that shocked me quite a bit during this campaign. A lot of people were motivated by their hearts and not their hands they know what they are talking about but they wrote just saying. I got a letter from a lady over in North Carolina the other night, one example of the hundreds I got during the heat of this thing, wondering if I slept much. I wrote back and just said that I slept very well that night except when I worried about people that didn't know what they were talking about that didn't take the trouble to find

out about it wiring in a (muffled)manner that she had done and I suggested that she should get the facts.

David Yellin- Now this is...

Henry Lobe- I am trying to tell you that your letter was similar.

David Yellin- Yeah well this is not changing the subject and I don't mean to be coy. I want one thing before we get by, why do you carry that telegram in your wallet?

Henry Lobe- I put it in there during the strike and I have never taken it out that is all.

Because it actually outline the exact 8 points, 8 point or 9?

Henry Lobe- This was a telegram that they sent us that started the thing and I put it in my wallet and a couple of other things that stayed in my wallet.

David Yellin- Just in the side?

Henry Lobe- No point.

David Yellin- Ok..

Henry Lobe- In fact once a year I clean my wallet out and when I do I will take it out along with the,I bet if I went through my wallet there would be some out of date cards there, on January 1 I usually go through it and take out the outdated stuff.

Carolyn Yellin- Well if you are like me some things that I simply don't want to lose track of end up in my wallet because that is the only place I know they will...

Henry Lobe- During the strike this was so, I had an occasion to use it some times but once in a while somebody would bring something up and these were the facts as the union identified as to what they were asking supposedly.

Carolyn Yellin- Mayor Lobe I want to follow through on something because you are speaking of being motivated by heart and all. You said earlier that you were criticized for this food stamp thing and I must say we have heard this criticism.

Henry Lobe- That criticism came form people...

Carolyn Yellin- That said your heart was too big that had you not done this that the strike would have been over sooner. We have heard this criticism made.

Henry Lobe- Possibly it I (muffled)

David Yellin- (Muffled)

Henry Lobe- Well anything that I get into I don't fight kids and this guy Pickett who was running on this recall made the point that the strikers children were hungry. I got children of my own. Regardless of how I felt about he (muffled) and I had mixed

feelings about the food stamps, I felt that these were men that we wanted back, we should be concerned about them and I didn't want it to become a racial matter and I thought this would help showing that there was concern on the other side, unfortunately most of the strikers were negro and with mixed feelings I went into it twice but I wasn't willing to go further at the end of the second increment. I stated and this carried them for a long time that the city wouldn't go further.

Carolyn Yellin- I wanted to ask something else to that what did you hear from other negro leaders directly, as well as union leaders or when did it start unavoidably and I...

Henry Lobe- I don't know, I can't answer that.

Carolyn Yellin- Was it from the beginning or did it, I guess possibly and you have referred to our letter and I think possibly that our fear was that it had this, our fear that it had an explosive quality..

Henry Lobe- Your letter I had never seen such a response from a community so overwhelmingly in favor. I have never seen such a response and secondly not such an overwhelmingly favorable response. I have never seen an issue in which the odds were 100 to 1, this community was 110 to 1 based on the people that I heard from. And you might say I didn't hear from all of them.

Carolyn Yellin- I was going to say did you hear from many negroes, this is what I was getting at.

Henry Lobe- I hear from people, I don't go into each petition, each letter each telephone call, I never asked are you white or negro. I would say the preponderance of them certainly were white but by the same token there was many negroes who felt that I was correct who thought that they better not say anything and didn't write. And I would say at least a 100 to 1 would hold in the community.

Carolyn Yellin- Did you have evidence incidentally or did you have indications that there was pressure being applied in the negro community by, was there pressure being applied to the workers who were working,.

Henry Lobe- Yes certainly. They were trying.

Carolyn Yellin- And there were several incidents?

Henry Lobe- And all in all the usual routine ways such as attempts at, well there were isolated pieces of burning, house burning, or car burning, of Molotov cocktails, of (muffled) telephone threats, letters in the mail anonymous, etc. All the usual things that are done.

David Yellin- I think for the record mayor Lobe in other words say I can see the picture in your explanation you took your stand or your reaction to what was happening and then the letters that came in corroborated your stand and backed you. In other words they didn't tell you what to do you did it...

Henry Lobe- And in most cases those letters got a formed answer because there was so many I couldn't help myself. Your letter was not a former answer because yours was the 1 in a hundred that was against I tried to explain to people who wrote in against what the facts were and I tried to send you the facts. You wrote in that I had broken off negotiations, this was untrue, the union broke off negotiations three times. Your letter back says that.

David Yellin- &Well maybe when we get off the tape mayor I deny this implication that we did not write this but I don't think.

Henry Lobe- I have got your letter right here.,

David Yellin- Yeah but we did not say this. (Tape Break.)

Henry Lobe- How about I read your letter.

Carolyn Yellin- Alright fine.

Henry Lobe- You say it worries you to get together the union atmosphere in which you as a spokesman would not merely listen but not here merely would talk but communicate. Mayors in other cities have set up around the clock discussions and have not quit the conference room night and day until a settlement was reached. The facts were as I wrote you back that I tried to do just that and that the union broke off the negotiations three separate times and a lot of (muffled) I have a copy of it here. Despite the fact that he men walked out without talking to us and that they were on a illegal strike when the union came into town. We met with them for days until I was personally insulted and called a liar. Then when the ministerial association has to meet with the union again city attorney Giannatti and city attorney Hallie and I met with them for days until they didn't show up for a meeting and thereby broke off the negotiations. Again today the union withdrew from my talks and that is dated April 1. Again today the union withdrew from my talks to try and find a solution. This then is the 3rd time that they have broken off the talks that you urge me to continue, I didn't break them off?

David Yellin- I think where I would take exception when we said quit, we didn't mean that you quit. We said this is what mayor's have done, the implication there mayor Lobe is not that you could, we didn't know this.

Carolyn Yellin- It is the use of the word to mean left.

David Yellin- Yeah.

David Yellin- Round the clock wasn't really what it meant.

(Muffled)

Carolyn Yellin- Literally to quit means to leave.

Henry Lobe- The point is that we suggested round the clock negotiations and several nights I was up all night doing precisely that.

Carolyn Yellin- With union people?

Henry Lobe- With union people and it is a matter of record I am surprised you have to ask me that question you were here at the time. I remember one night session going all night at St. Mary's cathedral and going on until 6:00 am.

Carolyn Yellin- Was this the arranged by the ministerial association, yes we were aware of those.

Henry Lobe- That's right. And what other city in a city over 500,000 would the mayor put the importance of continuing the negotiations that I put on it of sitting there myself until 6 am and this was not the only all night session there were others.

Carolyn Yellin- Was this after the injunction,.

Henry Lobe- I don't remember you can check your chronology.

Carolyn Yellin- I mean were you talking with the union leaders or the negro ministers at that point do you recall?

Henry Lobe- The all night session at St. Mary's church included the negro..

Carolyn Yellin- That..

Henry Lobe- Leaders, stewards of the union, Mr. Champa, Mr. Worth, Mr., Jones, T.O. Jones.

Carolyn Yellin- So it certainly was before, it included all the union members.

David Yellin- That was early in February.

Henry Lobe- I don't remember the date it was the night that Mr. Wroth came into town because they broke off...

David Yellin- It was on a Sunday night.

Henry Lobe- I think your right.

David Yellin- And then you asked them to appoint 7 people to represent because there was too many of them.

Henry Lobe- No we never did that, we never asked them never cut down the number of people they had there, they had all they wanted.

David Yellin- I mean to continue on...

Henry Lobe- We just didn't do that, there was no restrictions place on them and the point hat I still make to you is this thing that you wrote. We continued the talks and were proud to continue in 3 separate times they broke them off.

David Yellin- Certainly on the record. Now can we ask a technical question. There are several areas that we would like to cover,. We have exceeded your hospitality and generosity.

Carolyn Yellin- You have exceeded by serving 30 minutes of the 30 minutes you were going to allow us.

Henry Lobe- _In fact you pretty well have the story from me.

David Yellin- Oh no sir, oh no sir. Oh there is so much you are involved in mayor Lobe that I think you can enlighten and describe.

Henry Lobe- But we will go again but this is pretty much the start of the strike itself.

David Yellin- This is the story of the beginnings of it, I mean your relationship with the council, the continuation during the strike and so on.

Carolyn Yellin- I guess what we should have used the word in depth, because this is not just a magazine piece really this is , it is for the double purpose, it is for the historical archives at Memphis state and it is a double project.

David Yellin- Can I make an analogy. Suppose in Philadelphia which is my home town so I have to go back there in 1775 somebody had done this with whoever Madison. So Franklin you know think of what an advantage now, we are not making the comparison even though it may very well turn out to be kind of a landmark because a lot of things happened as a result of Memphis.

Carolyn Yellin- It is the point at which the country is in it has nothing to do with Memphis.

Henry Lobe- I (muffled) and I think one thing I better say right there is that if anybody thinks that because of Dr, King's being killed here I thought and the city felt we were going to settle the strike that we established and future precedence you will find out that this is not so. It is evidenced for instance by the firemen who had talked about the union right now. The fact is we are dealing with the firemen from a position of fairness but strength and not of having given in at all.

David Yellin- Well this is so necessary to get down on the record Mayor Lobe, this is so important and I don't mean to over emphasize, we don't know, you can never tell how a moment in history will be recorded later on.

Carolyn Yellin- I think it is important.

Henry Lobe- I think it is important that in our country and this is the only thing I have said to you that I...

Carolyn Yellin- We are an open society.

Henry Lobe- In this country it is vital that we elect people to office who will try and act fairly what, who will act themselves and not politic, not do what they think is popular, not make deals for themselves to get folks but simply do what they think is right without fear of equivocation. This was done, but this is one of the aftermaths of the settlement. My father told me years ago never to give away a piece of my self to anybody. No piece of the city was given to the union so that they can come back and say we own a piece of it and any future negotiation it will be handled on the same in my opinion of course fair basis we will do what we think is right and we will not do what we don't think is right., Including union settlements, this can't be done and this will be done.

Carolyn Yellin- One other thing that I heard from someone who was at the meeting where you spoke with the senior citizens and you told a story about your own involvement and the garbage strike at your house, your own inconvenience. It really was a humorous story and I thought it would be delightful to have it on tape.

Henry Lobe- My wife calls and I remember giving favorable treatment and in fact she got last treatment. She knew she was going to get her garbage picked up last, so she was worried about how to get her garbage picked up. So she had lunch with a friend of hers who lived at the Parkview and the lady made her a suggestion. The lady knew me well. She said Mary I know you are going to have trouble getting your garbage picked up it will be the last garbage picked up in the city next to (muffled) the other day. But here is what I would do if I were you. I went downtown to Judy's store and got some fancy wrapping paper and brought it home to the park view and wrapped up my garbage and put it down in the lobby and somebody stole it. This was her suggestion to my wife and actually the reason I am glad (Muffled) is everything there is humor. The card that I showed you a minute ago, is an example of some of the humor that can come out. But I think in addition to interviewing me you ought to come down here and you should spend several days and I will tell the staff to give you what is here and you can thumb it and find what you want. You will find that by the thousands that what I am saying to you is true.

David Yellin- Well we will, we will take advantage of it I think t hat is most fair. We don't have to have this on record, I shouldn't say this to you but can we negotiate for a next appointment.

Henry Lobe- Well yeah just talk to mark out there and he will work out a time with you font do it on Monday...(Tape End)