Culinary talk's move toward job program

A broad-gauged "affirmative action" program to open job opportunities in the city's hotel and restaurants to minority workers is taking shape here in union-employer-minority group discussions.

Sizable steps have been taken by a culinary industry committee to develop recruitment, employment, and training programs to broaden work opportunities for members of racial and ethnic minorities.

As a first step, the unions and employers agreed to examine each culinary craft to determine where untrained persons might now enter and where training programs might be applicable.

They have agreed, too, on exploring the possibility of obtaining Manpower Development Training Act funds to provide on-the-job training for some positions.

The possibility of developing an apprenticeship type of program for higher skill positions and of training schools for a number of the culinary crafts is being studied.

The committee has met only twice—and meets again this week—but a union spokesman said he was confident that the result would be a far superior program than that in the now-discarded 1966 civil rights agreement.

THE WORKING committee agreed that its goal is to provide greater and effective opportunities for persons of minority racial and ethnic groups to enter employment and to receive training where needed.

It agreed on the necessity for affirmative action in a wide range of areas bearing on the basic purpose of providing more jobs in hotel and restaurant work.

These areas would include motivation, improvement of qualification, recruitment, training, apprenticeship, upgrading, evaluation of bonding procedures, improvement in job conditions.

The committee saw the problem of recruiting presently qualified workers and potential trainees as one calling for new and imaginative approaches to insure job applications from larger number of racial and ethnic minority workers.

Frank Quinn, executive director of the Human Rights Commission, is expected to present to the committee session this week a report on how and where money might be available for financing training programs in the 153 job classifications employed in the industries.

Joseph Belardi, secretary of the Joint Board, heads the union delegation serving on the committee. Representatives of the Bartenders, Local 41; Cooks Union, Local 44; Hotel, Motel & Club Service Workers, Local 283; Miscellaneous Employees, Local 110; Waiters, Local 30; and Waitresses, Local 48 are taking part.

Also represented on the committee are the Hotel Employers Association and the Golden Gate Restaurant Association.

Provision was made to add representatives of a number of minority group organizations. These would include the Bay Area Urban League, Baptist Ministerial Union, Youth for Service, Mission Rebels, and others.