

MINORITY

HIRE

FAIRBANKS NORTH STAR BOROUGH

Box 1267, Fairbanks, Alaska 99707

S.63-10.2
FABKS

February 1, 1975

State Sen. George H. Hohman
Pouch V
State Capitol Bldg
Juneau, AK 99801

Dear Sen. Hohman:

George

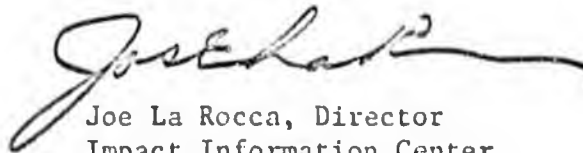
The topic we have selected to explore for our first Special Report is one that continues to mystify practically all parties concerned because of its elusive nature.

Despite a proliferation of state and federal laws, orders, regulations, agencies, and commissions designed specially to ensure that resident and minority Alaskans are given an equal, or, in some cases, preferential opportunities for employment on the pipeline project, complaints continue to abound alleging that they are not.

This staff report examines, in depth, the statutory, regulatory and agency framework aimed at achieving optimum Alaska hire, and analyzes the complex problems which confront them in dealing with this controversial issue. Our report, we believe, constitutes the most comprehensive overview and assessment of the subject ever presented for general consumption, and brings together virtually all of the pertinent and available information needed to assess the current status and effectiveness of the Alaska hire effort. While we have presented, based on this information, our own analysis and conclusions at the end of this report, readers, of course, are free to draw their own.

This paper, prepared at the request of the Fairbanks North Star Borough's Impact Advisory Committee, is intended to serve mainly as a tool to assist anyone who deals with this subject - whether employer, worker, administrator or interested observer - to understand better the way the Alaska hire program is supposed to work, the extent to which it is, or is not, working, and why. Any comments you may have on our findings are welcomed.

Sincerely,



Joe La Rocca, Director
Impact Information Center

JEL/kbp

ALASKA PLAN POLICY BOARD, INC.

2636 SPENARD ROAD
ANCHORAGE, ALASKA 99503
(907) 276-1313

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Jeff Berry
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George E. Smith
"Spud" Williams
Hameed Ahmad

Senator Frank Ferguson
Pouch V
Juneau, Alaska 99811

Dear Sir:

Enclosed are copies of letters which were written by Mrs. E. Jean Reynold, Mr. George E. Williams, Mrs. Vertis Williams, and Mrs. Sandra Blackmore of our staff, regarding an unauthorized meeting that occurred on January 28, 1976 during the absence of our Executive Director, Mr. Milo S. Griffin, in the Alaska Plan Conference Room.

The unauthorized meeting also included four E.E.O. Representatives: The representatives were:

Mr. Warren Privette,
Mr. Bruce Boyd,
Mr. Aaron Lovejoy,
Mr. Randy Parker,

We, the Alaska Plan Board, the Executive Director, and the Staff feel that you should be made aware of one of the attempts to discredit the Alaska Plan.

Personnel changes have been taken in regards to two of the staff participants. If any additional information is needed, it shall be supplied upon your request.

Sincerely yours,

Milo S. Griffin
Executive Director

MSG:hh

Enclosures

MEMORANDUM

DATE: February 16, 1976
TO: Milo Griffin
FROM: George Williams *W.F.W.*
SUBJ: Meeting of Execution Contractors - 28 January, 1976

To begin with, the meeting was informal and I did not call the meeting. In fact, I was officially on leave at the time. Since Mr. Griffin was out of town I felt that if anything came up that the staff felt was important, they should call me at home. Consequently, on the morning of January 28, 1976 I received a call from Mrs. Jean Reynolds to come to the office as the four contractor's E.E.O. officers were in town for an Alyeska conference and they decided to stop and see Mr. Griffin. Since Mr. Griffin was out of town they asked to see me. When I arrived at the office, the staff, the contractor's E.E.O. officers and I sat down. The E.E.O. officers began to ask questions about the funding of the Alaska Plan. They said they had heard the Alaska Plan would not be refunded. I said that we had heard the same thing from Juneau. Then the conversation was directed to the Alaska Plan's Board of Directors. The contractors felt that the Board had not done its job in giving proper direction to Mr. Griffin so he could pass it on to his staff. They felt the Board was detrimental to the Plan. They also felt that Mr. Griffin did not know how to run the Plan, and that he hadn't taken any of the suggestions that were given to him by Mr. Lovejoy the week he spent with the Alaska Plan. Mr. Lovejoy's feeling was that the Plan had to die and another plan written up. He suggested using the D.C. Plan as a model. Mr. Lovejoy told me that, "If I were you, I would resign from the Plan". He said it might hurt me in the future if I was connected with the Plan, that everybody is talking about the Alaska Plan and regards it as a big joke.

We on the staff know the Alaska Plan has its problems, but we also feel that in time we could work these problems out. My impression was that the contractors were going to help the Plan get funding, not kill it off before it had run its course. I was highly mistaken and taken in by their approach. Sandy Parker stated he could use what influence he had in Juneau to see what he could do. I didn't know it meant he was going to try and discredit the Plan.

I must admit I was not politically astute in that matter at all. The contractors stated that any of the staff who wanted to work on the pipeline would get their help. It was also agreed that no one, not even Mr. Griffin should become aware of this meeting. That is where I made my first mistake. I, of all people, should have reported this meeting to Mr. Griffin immediately upon his return. I take full responsibility and blame for this as I was the senior member of the staff.

Mr. Warren Prevett, one of the contractors, wanted a copy of the personnel policy and by-laws of the Alaska Plan. I agreed to furnish these to him in the future.

I wish to apologize to Mr. Griffin. First, for not reporting the meeting and also for acting irresponsibly in the eyes of my fellow staff members. I deeply regret my actions. I made a grave error in judgement. I do hope you realize that I have never had any intention of discrediting the Alaska Plan. I have every desire to see this plan succeed. Please relay my apologies to the Board. I am not and will not be a part of any plot to overthrow or undermine the Alaska Plan, its staff, its director or the Board. I am totally dedicated to the Alaska Plan.

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Meeting, Wendsday, Jan. 28, 1976

On Jan. 28, 1976, four Execution contractor EEO Officers, Aaron Lovejoy, Warren Privette, Randy Parker and Bruce Boyd entered the Alaska Plan office and asked for the Executive Director, Milo Griffin. Ms. Jean Reynold told them that he was not in, so they asked, "Where's George?" Mr. Williams was on vacation leave at that time but Ms. Reynolds called him at home and he arrived at the office in about 5 min.

In the meantime, the four EEO Officers milled around amongst themselves while waiting for Mr. Williams. When he came in he asked them "What's going on?" and they replied "That's what we came to ask you!" All laughed and the four men, Mr. Williams and Ms. Reynold entered the conference room and closed the doors.

Approximately one half hour later (11:50 a.m.), Ms. Reynold came out of the meeting and said to Vertis Williams and myself, "why don't you come in and hear what they've got to say."

Mr. Aaron Lovejoy was definitely the lead speaker with Mr. Warren Privette as his vocal reinforcement. The 10-12 minutes we were in the meeting, Mr. Williams and Ms. Reynold were rather quiet and we all listened. Bruce Boyd and Randy Parker never said one word the remainder of the meeting. Mr. Lovejoy's speech consisted of his concern about the plan and how it is not working as it is. He proposed to the staff of a new plan under the same format as the Washington DC Plan and it seemed that the four EEO Officers had already specified each one's part in collecting data, writing letters, etc.. Mr. Lovejoy stated that it should only take 3-6 months to get the new plan and policies underway and during this period the staff could obtain pipeline employment from any of the attending EEO Officers. They all agreed.

Members of the Policy Board and the Executive Director were discussed unfavorably between Mr. Lovejoy and Mr. Privette. I recall no comments from any of the staff on this subject.

Since the two of us entered the meeting late, the conclusion seemed to be that this Alaska Plan with it's policies and goals would soon die and a new Alaska Plan would be formed within the next six months where the staff could retain their normal positions. Also, the staff was assured of emplyment during this interim period and immediately following the meeting, Mr. Lovejoy came to my desk and told me to sign up with the Teamsters Union or Laborers Union immediately.

If they intended to confuse us, they did. But I don't think any of us believed that a new plan could be actively working within six months. We were mostly concerned about what the E.C. Officers were trying to do! Mr. Lovejoy warned us that this meeting and information discussed was not to leave that room.

Randy Blackmore

ALASKA PLAN POLICY BOARD, INC.

2636 SPENARD ROAD
ANCHORAGE, ALASKA 99503
(907) 276-1313

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MEMORANDUM

DATE January 28, 1976

TO: Mr. Griffin *jm*

FROM: Vertis M. Williams, Resident Hire Field Coordinator

SUBJECT

A meeting was held at the Alaska Plan Office between the Execution Contractors, E. E. O. officers:

Mr. A. Lovejoy - M. K. Rivers
Mr. R. Parker - Green Association
Mr. W. Privette - Artic Constructors
Mr. B. Boyd - Perini Artic Association

Alaska Plan - Staff:

Sandy Blackmore

Jean Reynold

George Williams

Vertis Williams

This meeting had convened approximately 45 minutes before I attended. (after interviewing two clients). Therefore I was only in attendance for the final 15 minutes.

The purpose of the meeting from what I could gather was "What's Happening with the Alaska Plan", stated by Mr. Lovejoy who seemed to be chairman of the meeting with Mr. Privette as co-chairman. Mr. Boyd and Mr. Parker were rather quiet at this point. However, they seemed to endorse the general conclusion of the meeting. The fact being that the Alaska Plan is soon to be a closed book. Lovejoy stated "that we are tired of the way that the Plan has been functioning and the Policy board and the Executive Director has to go. The fact is that the plan will not get funding anyway because the word is out. What we propose to do is write a NEW Alaska Plan, and we'll get started next week.

So if you want to get out on the pipeline, between the four of us we will get you out."

Their final statement made by Mr. Lovejoy was "we don't want a word of this to leave this room if it does we will surely know from where it came. Mr. Griffin or the Board is not to know the outcome of this meeting. Neither is A. F. N. or any of the Native organizations.

The meeting adjourned with, "you will be hearing from us soon", meaning the Execution Contractors.

Mr. Lovejoy told me if I was at all interested to sign-up with Laborers and Teamster Unions.

Vertis M. Williams *VMW*
Resident Hire Field Coordinator

wj

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MEMORANDUM

DATE February 13, 1976

TO: Mr. Griffin

FROM: Mr. Williams

SUBJECT Drop-in Visit of Four Execution Contractors

I was on leave the week of January 26, 1976. However I was called at home to come to the office, because we had visitors. The contractors wanted to see Mr. Griffin, but he was in Juneau. The four contractors and part of the staff went into the conference room to have an informal conversation about what was the status of the Alaska Plan in regards to funding.

Question were asked about the funding, but it appeared knew more about its funding than the staff did. The only things discussed was the Alaska Plan funding and what condition the Plan seemed to be in. They also offered many suggestions. They proposed to us to have Mr. Griffin call a meeting between the four contractors and the Alaska Plan. I didn't consider the informal meeting even worthy of note since nothing said or suggested was put in writing. To me it was only another session of pure rhetoric.

Sincerely yours,

George Williams
George Williams
Field Coordinator

MEMORANDUM

DATE: February 16, 1976

TO: Clifford Black

FROM: George E. Williams:G.E.W.

RE: Reaffirming My Loyalty to the Alaska Plan

You and I have come a long way together in the Alaska Plan. My loyalty to the Alaska Plan has recently been put in a very bad light due to a recent meeting between four contractor's representatives and the Alaska Plan's staff. I wish to set the record straight regarding this. I made a grave mistake by not reporting this meeting to Mr. Griffin. I wish to apologize to you and the Board for my negligence in not reporting the meeting. I want to reaffirm my belief and loyalty to the Alaska Plan. I have no intention of doing anything that would discredit or harm the Plan. I am hoping that I will have a chance to prove to you and the Board my allegiance to this program. My belief in the Alaska Plan is great and I have worked very hard, even with a reduction in pay for the sake of the Plan. I hope that the Board will accept my apology.

THE FOLLOWING DOCUMENT(S) MAY NOT FILM
LEGIBLY BECAUSE OF POOR QUALITY OF THE
ORIGINAL.

2nd report

To: Mike Griffin - Director
From: Jean Shepard

2-13-76

January 28, 1976 there was a meeting held in this office by Randy Parker, Harold Pruitt, Aaron Souper, and Bruce Boyd. G. Williams mason location had called to inform me that the E.C. were in town for a meeting. He also asked me to inform them when they came in. They came in asking for Milo & Geo. They asked me to call George and said let's talk. When George came the talk I gave by Aaron saying the plan would not be funded, would definitely fail and the present structure would have to go. They stated the board and the Director would have to be changed. All were assured the assistance they had tried to offer to the plan but someone had dropped the ball. He stated

The Plan was going to be re-written and submitted to Alaska and then to the Legislature for funding. None of this really meant a lot to me because I was aware of ~~the~~ political ramifications. They stated that the meeting was confidential but I felt I had already been discussed with someone. I wanted to contact Mill when he got back in town. They also stated that if any employee wanted a job that they would assist us in obtaining one. I still did not think this was formal or that anyone could tamper with a Federal approved Plan.

There are a number of things that George has mentioned and during the type of co-worker I have. I do not know when it

weight. For instance, George said that he
was in a meeting and it was discussed that
he had been contacted to take one of the
proposed Field Coordinators slots (I think ^{from} change
topic) that we are asking for under Special
Funding. He said he was told that this mon
would be added to his present salary if ^{all that}. He said
the Filipino Community was helping him or
had contacted Helena about it. Here again
is this possible? Here again, is this true?

Another thing that has bothered me since
I have been working here. Everytime George has
a problem or was unhappy, everyone on the Board
assumed that his problem was mine and his
If then his problems were aired my name
was mentioned. It was never mine that way.
The only time I mention anything was when

my evaluation was up March 23, 1975 and
(an evaluation).

asked junior for one. He never gave it to me but

this was an issue between me and my boss to

be brought up in a staff meeting. I like to

get and respect my position. I have never

been involved with any type of under

cover activities. I would like for

any personal actions to be stricken from

my files.

To: Mrs. Griffin
From: Joan Purcell
Date: 2-10-76
Subject: ECS

2-10-76

On Tuesday Jan 27, George informed me that the EC's were to be in town for a meeting with Blyskal or someone. On Wednesday Jan 28, 1976 George called to ask me had anything new happened and I said no. He asked me to inform him if something did.

About 11:30 the Execution Contractors came in and asked for Milo. I told them he was in Geneva. They asked for George and I said he was home. They asked if I would call him to come down for a meeting as I did. They said all were just in town for a conference and thought they would come by to see Milo. But since he was out of town they would like an informal

it - , re-submit it, and get it funded like it should be.

They stated that if any one wanted a job with them to just let them know and they could get any staff member a job.

The conversation went all around the room with all asking questions and looking quizzical. It was concerned with how they knew, what could we do to save the Plan, and what assistance could ~~we~~ they give us?

They said they had checked it out, there was nothing we could do to save it and that they tried to help us last year.

Chat with the staff.

They asked how the Plan was and I answered great. In fact, our Boss was in Jones now to discuss future funding. They said the Plan would not make it because of the present structure. They were concerned because they wanted to see all minorities served equally through the Plan and this was not being done because of our present Board structure. They were also concerned about referees that had worked for them last year and whether or not we could assist them with their ^{presently} list.

They stated that since the Plan did not have a chance that they were going to rewrite