F. Douglass Sesquicentennial
118th Anniversary Douglass Paper
ROCHESTER
BUFFALO
SYRACUSE
EDITION

THE ROCHESTER VOICE

(Vol. XXXII, No. 17)

ROCHESTER, N.Y.

Tuesday, January 3, 1967

News Of The Week

National Newspaper Publishers Association

The National Newspaper Publishers Association, trade organiza-
tion for the Negro press, will observe its centennial in Philadel-
phia for the coming year. Activities planned for the centennial
include: a tribute toissure the Philadelphia Tribune, owner of the
first Negro daily newspaper, a benefit for the National News-
paper Publishers Association Foundation, and a national jour-
nalism contest.

FREDERICK DOUGLASS SESQUICENTENNIAL & 118TH ANNIVERSARY OF THE "DOUGLASS NEWSPAPER"

The year 1967 will be dedicated to the memory of the Negro
press, its leaders, and the men who worked to establish the
newspaper industry. The National Newspaper Publishers Asso-
ciation will celebrate the 118th anniversary of the "Douglass"
newspaper, the first Negro newspaper in America. The celebra-
tion will include a centennial newspaper, "The Negro Press in
America: That We Are," a series of articles on the history of the
Negro press, and a special award for Negro journalists.

DEPARTMENT OF URBAN REDEVELOPMENT

We like to think that the Frederick Douglass National
Committee, Incorporated (FDNC), located at 22 Adams Street,
will be, in the true spirit of the Douglass Sesquicentennial and
118th Anniversary of the "Douglass Newspaper," a "family affairs
committee," especially for residents of the area.

Eastman - Kodak & Fight - Negotiate

Demonstration Project

Department of Urban Renewal
Residents of Block 22, Adams Street, will be invited to a meeting
of the Frederick Douglass Achievement Committee, Samuel Grossfield,
Co-Director of the Department of Urban Renewal, and the
Frederick Douglass Achievement Committee.

Man of The Year '67

Series of Meetings Now Being Held

EASTMAN KODAK CO. AND THE NEGRO BASED ORGANIZATIONS
KNOWN AS "FIGHT" ARE STILL ENGAGED IN A SERIES OF TALKS, CONFERENCES AND NEGOTIA-
TIONS, WITH REGARD TO . . . . THE ORIGINAL "FIGHT" PROPOSAL . . . . AND THE RECENT
INTERPRETATION OF ONE PARTICULAR MEETING HELD . . . . WITH A NEW TEAM OF KODAK . . . . OFFICIALS.

To Kodak Supervisors:

You have undoubtedly read or heard about recent discus-
sions between Eastman Kodak and FIGHT. As a member of
the Kodak staff, you should be aware of the position that Kodak
has taken on this matter.

"FIGHT" IS THE FOLLOWING STATEMENT ENLIGHTEN THE READER SOMEWHAT OF WHAT HAS

A meeting will be held on Thursday, October 20, 1966, at 9:00 a.m. in the official office of the Department of Urban Renewal.

1. Meet staff members who will be working directly with the Department.
2. Sit in on small discussion groups giving you a chance to ask any questions you wish.
3. Hear the step by step procedure of renewal established, and
4. Learn what specific help and support you can give.

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"ONE WITH GOD IS A MAJORITY". FREDERICK DOUGLASS

“COMPLIMENTS OF THE VOICE”
Who Serves Youth?

By Frederick Douglass League

Our group is made up of members who are interested in serving the youth of Rochester. We have members from various backgrounds and we work hard to provide a safe and supportive environment for young people. We focus on education, mentorship, and community involvement.

GENESEE FISHING CONTEST

By Gene Goodwin

The annual Genevieve Fishing Contest was held last week. The contest lasted for three days, during which time the participants were able to test their fishing skills. The contest was open to everyone, and we had a great turnout.

VOICES, VIEWS AND VARIATIONS

By John A. Tropia

John A. Tropia, a noted author and scholar, was a guest speaker at the Rochester Voice. He discussed the importance of understanding history and its impact on the present.

VETERANS

By Frank G. Staley

Frank G. Staley is a veteran who has dedicated his life to serving his country. He has served in the United States Army and has received numerous awards for his service. He shares his story to inspire others to follow in his footsteps.

NOTICE

On December 15, 1966, this newspaper published a notice regarding the upcoming election. The notice was aimed at reminding readers of the importance of voting and encouraging them to participate in the electoral process.

SAVANNAH

By John A. Tropia

John A. Tropia, a noted author and scholar, was a guest speaker at the Savannah conference. He discussed the importance of understanding history and its impact on the present.

YOUR CITY, RUBBISH COLLECTION REGULATIONS

- All of your rubbish must be tied in bundles or placed in standard-size trash cans.
- All trash cans must be kept in a place where they can be easily picked up by city workers. Keep them behind your home if possible.
- Grass cuttings and hedge trimmings must also be placed in standard-size trash cans.
- Bulk refuse, such as old furniture, mattresses, worn-out appliances, etc., must be placed at the curb the night before your regular trash collection. (No sooner, please.)
- It will be picked up on your regular pickup day, not the day after.

Three Rubbish Collection Regulations are on the City of Rochester. The penalties for placing them out in the wrong days are as follows: one fine of $1.00, two fines of $2.00, and three fines of $3.00.
CONT. FROM LAST ISSUE

JAN. 3, 1967

"Eastman Kodak" VS "Fight"

The Committee will work with the appropriate committee of the Eastman Kodak Company and the

Committee to consider the following:

1. The need for establishing a grievance procedure to handle employee grievances.
2. The need for establishing a system for employee participation in the decision-making process.
3. The need for establishing a system for employee training and development.
4. The need for establishing a system for employee consultation and communication.
5. The need for establishing a system for employee representation.

The Committee will report its findings to the President of the Eastman Kodak Company and the

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Kodak Questions FIGHT Job Demands

Although by some accounts Kodak's two-year old Fundamental Education program has not yet produced the hoped-for results, it has not been without progress. With FIGHT headquarters in Rochester, FIGHT and Kodak have been at odds several times. FIGHT, a group which has organized a number of mass demonstrations, recently threatened to disrupt Kodak's annual shareholders' meeting but later backed down. However, Kodak is still concerned about the possibility of more trouble later this year.

Recently, FIGHT was again threatening to disrupt Kodak's annual meeting. FIGHT officials have stated that they would try to shut down the meeting by blocking the doors and preventing shareholders from entering. Kodak officials have stated that they will take legal action to prevent FIGHT from disrupting the meeting.

In response to FIGHT's threats, Kodak has announced that it will take steps to ensure the safety and well-being of its employees and shareholders. Kodak has also stated that it will work with local law enforcement officials to ensure that the meeting can proceed without disruption.

Kodak's CEO has stated that the company is committed to open and honest communication with its employees and shareholders. Kodak is also committed to providing a safe and productive environment for all of its employees.

In conclusion, Kodak remains committed to providing a safe and productive environment for all of its employees. The company is also committed to open and honest communication with its employees and shareholders. Kodak is working with local law enforcement officials to ensure that the meeting can proceed without disruption.

Alinsky Defends 'Black Power'

Alinsky, who was a controversial figure in the civil rights movement, has recently defended the concept of 'Black Power'. Alinsky argues that the black community must take control of its own destiny and not rely on white paternalism. He believes that black leaders must be prepared to use force if necessary to achieve their goals.

Alinsky's defense of 'Black Power' has sparked controversy. Some civil rights leaders have criticized Alinsky for his views, arguing that they are too extreme. However, Alinsky maintains that his views are necessary to address the systemic racism that exists in the United States.

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CONT. FROM PAGE 4

Workshop luncheon meeting sponsored by the Management, Planning and Control Management Council and the National Urban League of Rochester at the Sheraton Bijou. The speakers were: Posner's Northside Liquor Store Inc., 96 Central Park, 32-7685.

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THE ROCHESTER VOICE

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A REPORT TO THE ROCHESTER COMMUNITY

What has happened:

Much attention has been focused in recent months on discussions that have taken place between Kodak and the Fight organization. We believe the people of the community have a deep interest in knowing the facts. We hope these answers to some basic questions will remove some of the confusion which appears to exist and provide a better understanding of the company's position:

What did Fight want from Kodak?

- Last September, Fight demanded an arrangement with Kodak whereby Fight would exclusively recruit 500-600 "individuals with limited education and skills" over an 18-month period, and the company would, in turn, hire and train these people to qualify for "entry-level positions."

What was unacceptable about this proposal?

- Despite our own awareness of the need to try to develop employment opportunities for local people who are unable to find rewarding jobs and our past efforts in this direction, Kodak could not and cannot accept the Fight proposal. Simply stated, that proposal would have required Kodak to delegate to Fight the responsibility which management has to determine what Kodak's employment policies and practices shall be. For many, many years these policies and practices have been established and implemented by Kodak in the best interests of Kodak people, the company itself, and the community. Kodak cannot delegate decisions relating to recruitment, selection, and training for Kodak jobs to any outside person or group.

Has Kodak done anything about job opportunities for disadvantaged people?

- Kodak has long been concerned about this problem, and we believe the company's record speaks for itself. In 1962, for example, we were among the first to volunteer to join the "Plans for Progress" program in cooperation with the President's Committee on Equal Employment Opportunity. Since then—and long before Fight appeared in our community—our efforts to provide employment opportunities for members of minority groups have been increasingly more positive and far-reaching. Later, we announced plans for a number of new training activities to help untrained and under-educated people qualify for Kodak jobs. We expanded these special training activities again last fall. In all of our efforts we have sought and received the assistance of a number of community organizations in referring to us members of minority groups.

What happened in the discussions between Kodak and Fight?

- In four meetings last September, Kodak representatives repeatedly explained to Fight officials that, although we could not accept their demand, we would welcome their cooperation by referring applicants for Kodak's own job training activities. These discussions and subsequent correspondence produced no tangible results. Fight refused at all times to discuss anything but its own "proposal."

  Fight began a campaign of harassment of the company. Realizing that this atmosphere of conflict was not beneficial to the community nor to constructive work on the basic problem, Kodak management decided to make one further attempt to solicit the cooperation of Fight. On December 16, a different group was formed to hold discussions—which were held on December 19 and 20. On the latter date, Fight announced publicly that Kodak had entered into an agreement.

  As pointed out in the Kodak statement which promptly followed, such an arrangement had neither been intended nor authorized by the company. No person had been given authority to sign any document on behalf of Kodak.

What happens now?

- The misunderstanding of last week is regrettable. However, Kodak management is determined to continue to move forward with positive steps. The statement which follows here is a further demonstration of our intent to be as helpful as we can in finding answers to a difficult and perplexing problem that faces the community.
What we shall do:

For decades, Kodak has tried its best to meet human needs as they arose. Under the leadership of George Eastman and his successors, the company has been especially conscious of its responsibilities to Kodak men and women and to the communities in which they live. Certainly, it is not necessary to detail here all that the company has done.

In recent years, we have become increasingly aware of the plight of disadvantaged people, especially among minority groups. Out of a deep and continuing concern for this serious social problem, Eastman Kodak Company gives the entire community this assurance:

1. We have embarked on a broad expansion of our efforts to help upgrade the skills of, and provide employment for, disadvantaged people from the Rochester area—members of minority groups or otherwise—who lack the education and training to find rewarding jobs. We hope that our objective to provide hundreds of these people with jobs can be realized.

2. We are using resources available to us within the company and elsewhere to provide appropriate training.

3. We shall continue to solicit the assistance of community organizations which are sincerely willing and able to help.

4. We shall continue to urge others to join in a coordinated attack on the problems of unemployment and poverty in the community. We are willing to share knowledge and experience with other employers to help promote rapid progress on a community-wide basis.

5. We shall continue to take affirmative action to hire people from minority groups who already have the necessary skills and training for jobs at Kodak.

*Our ability to meet these objectives will depend on many factors, including the future demand for our products, our ability to find people who will respond to the opportunity, and the success of the training that is offered.*

We want the people of Rochester to know that we are sincere. We can succeed only if we have the understanding and cooperation of the entire community.

We ask, too, that everyone recognize that, even though we approach this effort with a full sense of urgency, we intend to follow orderly and systematic hiring, placement, and training procedures. Every person, whether he is a member of a minority group or not, has the right to expect individual consideration.

To Kodak people, to our share owners, and to the business community at large, we offer this assurance. Our purpose is to upgrade the skills of people so that they can meet the standards of quality workmanship so necessary to the success of our business.

Our personal policies will continue to be based on the principle of the "square deal"—fairness to the individual—regardless of race, color, creed, or national origin.

Since its beginning, the company has recognized that its success depends largely upon the skills, talents, and efforts of Kodak people. We believe this program for the future—what we shall do—continues that long-established conviction, to the benefit of the company and the community.
Begin A Professional Career in Law Enforcement

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APPLICATIONS ACCEPTED AT 35 CITY HALL UNTIL FEBRUARY 15, 1967

REQUIREMENTS
- Legal residence for three months prior to March 15, 1967.
- 29th birthday on or before March 15, 1967.
- Candidates who reach 29 while on an eligible list cannot be certified.
- Candidates over 29 with military service see Note A on the other side.
- Eligibles and those appointed must notify the Commission promptly of any change of address.
- Failure to so notify may result in removal from the eligible list.
- Minimum weight 140 lbs.
- Minimum height 5 ft. 8 in.
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- Natural color vision.
- Must pass a psychological and psychiatric test.
- Must meet all other requirements prescribed.

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