

each job we should not lose sight of the tremendous demands made upon UCC employees in terms of excessive hours of work required because of the nature of the problem that confronts us and the dedication of the UCC employees to the task ahead. A comparison of hours worked would further demonstrate that UCC employees and the jobs they hold face greater demands than persons employed in City Government.

From the foregoing it can hardly be seriously argued that salaries paid and hours worked "demean the long standing Civil Service program activated by the Municipality". Moreover, there is no evidence that UCC salaries have caused "serious morale problems among City employees". To the contrary, the only evidence is that Fleming Jones, the UCC Comptroller has decided to return to work for the City, at a reported lower rate of pay.

The attack upon salaries and the employees of UCC is without merit. No facts have been presented to support the claim of excessive salaries or the claim that there was no rational basis for determining salaries. The evidence available, and which the Committee chose to ignore, is to the contrary, and further reflects the prudent judgment exercised by the UCC Trustees in discharging their community responsibility.

UCC as a political instrumentality

The report (page 4) charges UCC with functioning as "a political action pressure group" because of its hiring policies and procedures, its alleged excessive salary scales, and alleged utilization of "log rolling, and feather bedding" techniques in providing jobs for a select few.

Nothing could be further from the world of reality than to make such charges. The contention that UCC has been used as a political instrumentality is diametrically opposed to the conclusions of Congressman Adam Clayton Powell of the House Education and Labor Committee. Congressman Powell's representatives spent some time in Newark talking with people at all levels of the community, including members of the Council Committee. As reported in the press on December 9, Congressman Powell said that UCC is "politically pure" and even suggested that perhaps it has been too politically pure.

We have abundantly demonstrated the care devoted to development of sound hiring practices and procedures. It is difficult to believe that the Committee intended to impugn the integrity of such outstanding community leaders as the Dean of the Rutgers Law School, a Senior Vice President of the Prudential Insurance Company, an executive of the New Jersey Bell Telephone Company, religious leaders of all faiths, and community leaders of all levels, by suggesting that UCC has been permitted by them to assume the image of a political instrumentality that warranted a resort to the adjectives used in the report to describe its activities. UCC has studiously sought to avoid becoming a political instrument or vehicle. At a meeting of the Board of Trustees on February 1, 1965, attended by Councilman Bernstein, a resolution was adopted to "lay aside any political differences . . . and unite together for the common goal of eliminating the poverty and misery suffered by thousands of Newark Citizens." Thereafter, at a meeting of the Board of Trustees on August 19, a resolution on political activity was adopted by the Board requiring an elected Trustee to take a leave of absence from the Board during any period he or she was an "avowed candidate for public office" and permitting cancellation of membership in the Corporation if any Trustee "uses, attempts to use, or threatens to use the Corporation for political purposes." (Exhibit XXVI, Appendix)

Once again we must examine the facts. The report (page 4) charges a lack of fiscal controls sufficient to prevent UCC from becoming a source for "a political grab bag or pork barrel". Such contention relies upon the testimony of the September 9th hearing, without in any way identifying the portion of the testimony relied upon, and, strangely enough; a "proposed budget which may not be available at this time"; centralization of control in Mr. Tyson; the Mrs. Berger letter; and excessive salaries.

It should be noted that the Committee never sought any information with respect to the fiscal controls in effect in the UCC operations. Nor was there any interrogation of witnesses with respect to fiscal accountability of UCC. In the letter of September 2, 1965 requesting information for the first hearing, the