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# State Seeks Workers in Many Fields of Endeavor

EMPLOYMENT OPPORTUNITIES in the State service at the present time cover a wide range of endeavor. Applications for open competitive examinations are now being received by the Nevada State Personnel Division in Carson City for the following jobs: (Salary figures are per month unless otherwise noted.)

Adult Parole and Probation Officer Trainee. \$488 to start with merit increases to \$590. (Filing period closes Jan. 1, 1966.)

Public Health Nurse. \$536 to start with increases to \$648. Appointment may be made above the minimum rate. (Filing periods for this position and those following will remain open until further notice.)

Junior Clinical Psychologist. Up to \$10,968 yearly.

Physical Therapist. \$618 to start with increases to \$750.

Dental Hygienist. \$422 to start with merit

increases to \$512.

Barber. \$348 to start with merit increases to \$422.

Serologist-Bacteriologist I. \$488 to start with increases to \$590.

Public Health Engineer II. \$680 to start with merit increases to \$828.

Laboratory Assistant. \$332 to start with merit increases to \$402.

Senior Clinical Psychologist. Up to \$13,320 yearly (up to \$13,992 in remote areas).

Clinical Psychologist. Up to \$12,096 yearly (up to \$12,696 in remote areas).

Assistant Nursing Education Supervisor. \$536 to start with merit increases to \$648.

Applications also will be accepted until further notice for open promotional examinations for Principal Clerk, Principal Clerk Typist and Principal Clerk Stenographer at a starting salary of \$402 with merit increases to \$488.

THOSE INTERESTED in any of these positions are advised to consult the Nevada State Employment Service, 315 S. 8th St., Las Vegas, for job specifications, minimum qualifying requirements, examination details and application forms.

Anyone may file application to take an open competitive examination for a state job if he or she possesses the minimum qualifications and is a citizen of the United States able to read and write English. Persons who have been bona fide residents of Nevada for at least six months prior to the date of examination will be given five points preference on the eligible list.

To be eligible to take promotional examinations, candidates must meet minimum qualifications and be currently employed in the required civil service classification, including those on approved leaves of absence of layoff lists for such positions.

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**VOICE**  
★★★★★  
**exclusive**

## Patterns of Job Discrimination Analyzed by Johnson Advisors

(During the past month, the Las Vegas VOICE presented, in simplified terms, a detailed analysis of the new Federal Equal Employment Opportunity Law as set forth in Title VII of the Civil Rights Act of 1964. This week we present the first of several Workshop Reports from the recent White House Conference on Equal Employment Opportunity, called by President Johnson to discuss ways and means of implementing the law. These reports were compiled from information brought back from Washington by the delegation from Nevada--State Equal Rights Commission Chairman William (Bob) Bailey, VOICE publisher Dr. Charles I. West and Deputy Attorney General Daniel Walsh.)

Workshop Report on Panel No. 1.  
Subject: PATTERNS of DISCRIMINATION

The workshop on Patterns of Discrimination brought out a number of matters to be considered in solving the problems to which Title VII is addressed. These are (1) the ability to affirmatively determine patterns of discrimination; (2) the means available to correct such patterns; (3) the complementary responsibilities of the federal agencies entrusted with securing equal employment opportunities for all; (4) tools and techniques which can be used to prove patterns of discrimination in employment; (5) the problem of desegregating seniority lines; (6) the problems of testing where the effect is to disadvantage victims of prior discrimination; (7) the problems of how to reduce the risks to persons

## City of Hope Group Sets Big Benefit Sale Monday

"BARGAINS BY THE SCORE" are being offered Monday and Tuesday, Oct. 15-16, from 10 a.m. to 5 p.m. at Bonanza Rd. and 'G' St. by the Hearts of Hope Guild of the City of Hope National Hospital.

All proceeds from the big merchandise sale, which will feature outstanding values in new and nearly-new clothing, toys, books, household items and bric-a-brac, will benefit the Emphysema Ward at the City of Hope by helping to finance further research to combat this distressing disease.

Mrs. Regina Whalen is chairman of the sale staff, aided by Mes. Lucille Hughes, Leonard Block, Robert Barnett, Tom Tucci, Al Coskey, Julius Samuels, Ray Fox, George Patterson and W. M. Gallagher. Anyone wishing to donate additional items should phone Mrs. Whalen at 735-2739 and arrangements will be made to pick up the donation.

who complain of discrimination.

(1) Recognizable patterns of discrimination included the following: (a) cases of individual discrimination occurring in a chain of stores; (b) placing minority group employees in all departments according to a strict quota system; (c) restricting minority group employees to unskilled and semi-skilled jobs; (d) restricting minority group workers to certain crafts or to certain areas in which these crafts may be practiced.

(2) Three principal means of attacking patterns of discrimination under Title VII are legal action by the Department of Justice, the conciliation efforts of the Equal Employment Opportunity Commission, and the contract review process initiated by the President's Committee on Government Contracts. These agencies have apparent authority beyond the complaint-centered approach to reach broader problems of discrimination. The Department of Justice is specifically authorized to institute legal action where there is a pattern of practice of resistance. In the case of the Commission, this authority can be inferred from the provision allowing a charge to be filed by one of the commissioners. Under the contract review procedure, conciliation and mediation are used to induce government contractors to eliminate discrimination with the persuasive factor being the possible loss of contract.

(3) The various governmental agencies entrusted with the responsibility of achieving compliance with Title VII have complementary functions. Thus, the potential of court enforcement by the Department of Justice is an effective lever in the conciliation efforts of the Equal Employment Opportunity Commission. Other agencies, such as the President's Committee on Government Contracts and the National Labor Relations Board, will be able to render valuable assistance by coordinating their efforts with those of the Department of Justice and the Equal Employment Opportunity Commission.

(4) The tools and techniques used in coping with employment discrimination have been utilized in other areas, such as voting discrimination. First, it must be made clear just what is required by the title, particularly in more complicated employment situations. Second, a continuing survey of compliance, by means of reports and other means of surveillance must be made. Third, there must be analysis of these reports and records. Fourth, complete relief must be fashioned which is both just and adequate.

(5) Claim has been made that the mere development of equal job opportunity is insufficient, since this alone does not address itself to past discrimination. Negro workers formerly con-

## Elks Raffle Winners



THOSE LUCKY KENTS--Above left is Jesse Kent family of Weaver St. who won 21-inch Zenith color TV set in Paran Lodge 1508 raffle kicking off building fund drive of local Elks. Raffle chairman James Bowie (right) presents Zenith guarantee to Mr. Kent as Mrs. Kent, holding baby Eric; Kim Rochelle and Jesse Kent Jr. share in excitement. Winning \$1 ticket, numbered 27, was sold to Kents by Chairman Bowie.

fined to the maintenance department in many cases are precluded from transferring their entry date seniority to a new line of job progression, upon promotion, in departmental seniority systems. In another situation the question involves the entry of minorities into formerly all-white jobs in a declining industry, when white workers on lay-off retain recall rights. This arrangement requires the company to hire those employees on lay-off before offering employment to new employees, and these problems have not been resolved to date. Some of the participants strongly felt that there should be a complete merger of seniority lists in accordance with date of entrance. Others believed some form of relief should be utilized which would soften or

(See JOB LAW, page 12)

## Music Classes at Doolittle

TWO MUSIC COURSES, one in voice harmony and the other in piano, are now being offered at Doolittle Center under the direction of Mrs. Grace McGlothen.

The voice class, called Choral Music a Go Go, is for adults of all ages and is held on Monday nights from 7:30 to 9 p.m. There is no charge. Piano instruction is essentially for children, with lessons on Tuesdays from 4 to 6 p.m. and Saturdays from 10 a.m. to 1 p.m. at 50 cents per lesson.