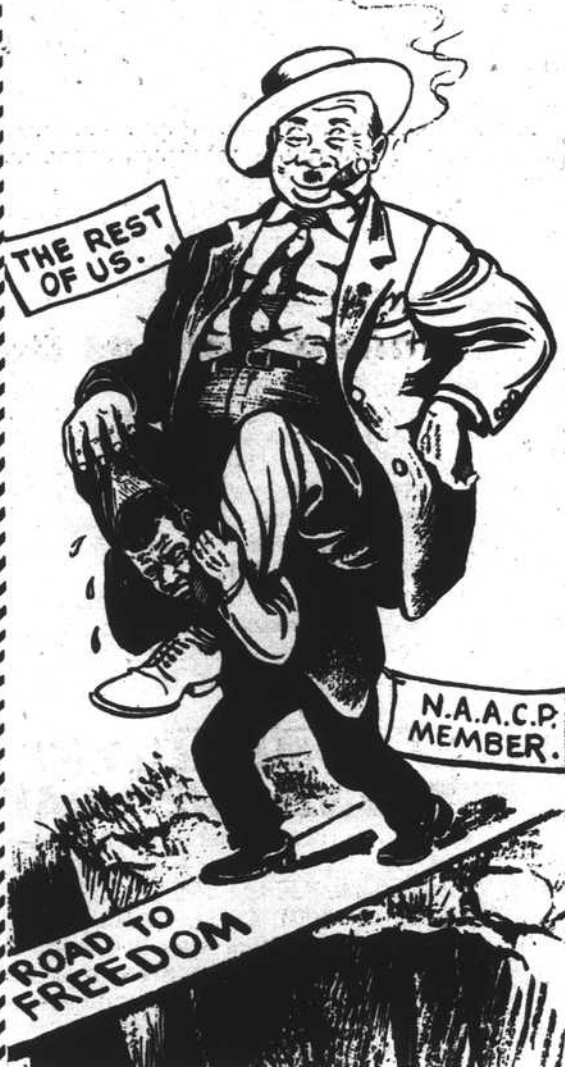


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(JOB LAW, from page 1)

as the general class of workers to which he belonged was identified. Similarly, it was suggested a suit by the Attorney General to challenge a pattern of discrimination need not necessarily identify the complaining individual.

III. Special problems of the Mexican-American community in the Southwestern United States were stressed by several speakers who urged the establishment of some regional offices in areas where discrimination against this group is most prevalent. It was also urged that Mexican-Americans be hired in policy-making positions at the national and regional levels of EEOC.

IV. Necessity for coordination among all agencies administering laws pertaining to equal employment opportunities—including state and local fair employment practices commissions, the President's Council on Equal Opportunity, the President's Committee on Equal Employment Opportunity, National Labor Relations Board, Bureau of Employment Security, Bureau of Apprenticeship and Training, contracting agencies, and the EEOC, was repeatedly stressed. Other suggestions included:

1. A national register of complaints to be made available to all governmental agencies involved.
2. Standardization of complaint forms to expedite handling of complaints deferred to state and local agencies.
3. Public employment agencies to report discriminatory employment requests to the EEOC.
4. Sharing of information by all pertinent agencies in cases which come within the jurisdiction of the Commission so that duplicate investigations could be avoided.
5. Protection of complainant's Federal right to litigate by having the appropriate agency advise him on statutory limits on filing his complaint.

V. The use of advisory opinions to clarify some cloudy areas of the law was discussed at some length. It was suggested that such opinions might eliminate a considerable portion of the cases which might arise under Title VII by voluntary compliance.

VI. A series of specific proposals for achieving effective enforcement of the law were made. They included:

1. Universal approval of the decision of the Commission to simplify procedures for filing complaints with the Commission by taking information in any form, sworn or unsworn, and assisting the complainant in meeting the formal requirements of the Act.
2. In suits brought by an aggrieved individual, where conciliation had failed, the investigation reports and the testimony of the investigators should be available to the extent

permitted by the confidentiality provisions of the Act in order to facilitate the litigation.

3. Every case in which conciliation has failed should be automatically referred to the Attorney General's office for suit under Section 707.

4. The Commission should recommend that suits be promptly brought by the Attorney General in "patterns of discrimination" cases to create a positive image of the enforceability of the Act.

5. Failure of conciliation be made public.

6. State agencies might discuss cases with the Commission prior to the state decision so that the approach of both governments be coordinated.

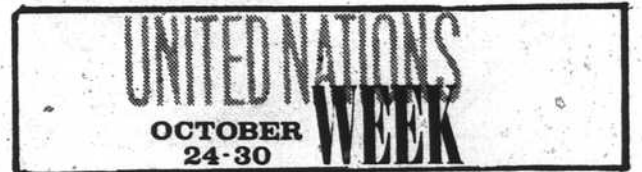
VII. A number of other matters were suggested. They included:

1. Where a complainant makes public the filing of a complaint, the Commission should give a copy to the respondent immediately on the theory that the complainant has waived his rights to confidentiality and the respondent is entitled to make his position public.

2. That cession agreements be made by the Commission with state agencies which "had proved their worth."

3. Where a complainant has filed a charge of discrimination through a bona fide grievance procedure and seeks to file the same charge with EEOC, the Commission should adopt a rule that a cause for action before EEOC has not occurred until the grievance procedure has been completed.

4. It was suggested that accused parties be given an opportunity to correct allegations of discrimination themselves before the Commission commenced a formal investigation of a charge. But this suggestion was sharply attacked by other participants who thought that the Commission should promptly initiate its own investigations in all cases.



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