

(REPORT, from page 4)

# We've Been WONDERING

WHY Chum Charlie (or should it be Chump Charlie) doesn't stop riding the gravy train, and try paying his own freight for a change.

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WHY that pro football-looking lady from down Bip or Bam way didn't leave that palaver down yonder--it just doesn't fit the modern West.

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WHY the loss of only a few G's crippled the eagle for several days and left the pockets of the employees of that flower-type bistro sort of empty.

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WHY Bones' "Uncle Mex" doesn't promote something real boss in his pub--(like breast of go-go under glass).

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WHY those adoption agencies don't advertise happiness for sale. Childless couples with decent homes could use some of this happiness which comes in living packages of joy.

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WHY an eighth wonder of the world has not been named. We saw it last week in the Sight & Sound Center when a certain Chick turned from chocolate to cherry-red when she shook the hand that slayed "the bear".

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WHY Armstead, (the Dick Tracy of the El Rio) claims to be only 39. By his own figures, he has been married a total of 29 years--he sure was a young groom--only 10.

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WHY our darling baby girl, Faye Freeman, doesn't have that "Search for Tomorrow" look any more. Could it be that happiness is a thing called Herbert.

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WHY the sequences of 2-14-22-24-33-35-36-39 and 42-54-55-57-60-62-66-72 are supposed to be lucky for persons born in April, June and December.

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WHY that mean ole legal beagle, Bob Reid, had to be such a spoiler the other day and upset the plans of the local NAACP brain trust designed to shoot West Las Vegas "through the grease".

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WHY that "Hate group" claims that if one eats the pig then one thinks like a pig. This particular group eats lamb but, by their actions, they are anything but lamb-like.

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WHY that blonde-moustached gent (Have Pen Will Babble) doesn't leave poor ole Mr. "K" be. He even sounded off on him in his LA copy.

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HENRY 'P.' (for 'Puzzled')

Testing can be used either to find truly qualified employees or to discriminate against non-whites. In the final analysis, the intent of the employer and the union determines the use to which tests are put; if employers and the unions are interested in fulfilling the spirit of the law they will adapt testing to the purpose of facilitating equal employment opportunities.

The workshop felt that the whole matter of testing should be reviewed by the Commission and that guidelines and standards should be established governing their use.

SOME REPRESENTATIVES of both industry and private employment agencies complained of the lack of Negroes to fill present job vacancies. In order to obtain Negroes for job vacancies, it is often necessary to exert special recruiting efforts. A controversy arose as to the justification of giving preference to Negroes in order to right the inequalities of the past. Title VII forbids preferential treatment of any type. After much discussion it was determined that the question was not whether we are meeting the letter of the law, as pertains to Title VII, but whether we are meeting the spirit of the law in going an extra step to provide sufficient means to enable Negroes to obtain jobs on a basis equal with whites.

Problems of obtaining equal employment opportunity are also present after the job is found. Discrimination can exist in apprenticeship training and on-the-job training; a person not trained in all facets of his job will not be eligible for advancement. Often, whites are able to train for advanced jobs with the help of friends while non-whites have no means of obtaining similar assistance.

Serious problems exist in seniority systems, which tend to limit the advancement of non-whites into higher positions. A non-white can be in a group of unskilled non-whites and yet not be able to move to a group of skilled employees; or he can be in a group composed of better educated and better skilled workers against whom he cannot compete. In either case his job mobility is limited. The situation is often static because the system is covered by union contracts approved by white majorities, unwilling to relinquish their advantage. Labor-management is, not always capable of dealing with the problem because of the white consensus. Some felt that the government should step in where necessary to change these discriminatory systems.

It was recommended that some companies need guidance to implement their merit employment programs, and that some government agency should publish information on administrative procedures, standards of performance, and other leadership. An advisory board to advise industry and to coordinate the work of various government agencies also was recommended. The responsibility of the employer to implement Title VII was especially stressed. It is the responsibility of industry and the unions to provide the climate in which equal opportunity to train for employment and to compete for employment exists for all. It is especially incumbent on industry to make known to the schools and the unemployed the needs of industry. It is not enough to obey the technical letter of the law, we must go a step beyond in order to assure equal employment opportunity.

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