

New Rules to End Bias in Jobs

News of special interest to the more than 100,000 Federal Government employes in Southern California is printed only by The Herald-Examiner every Thursday.

By **JOSEPH YOUNG**

Herald-Examiner Columnist

WASHINGTON, Dec. 30—The Civil Service Commission has issued strong regulations for carrying out the new responsibilities given it by President Johnson to end racial and other forms of discrimination in government promotions and appointments.

The new regulations provide that:

1. Heads of agencies are personally responsible for exercising leadership in establishing and carrying out a positive, continuing program designed to promote equal opportunity in every aspect of agency employment policy and practice.

2. Agencies must conduct a continuing campaign to eradicate every form of prejudice or discrimination based upon race, creed, color or national origin from personnel policies, practices and working conditions.

3. Positive and special recruitment, training, job design and other measures must be adopted as needed to insure genuine equality of opportunity for minority group members.

4. Each agency's equal employment opportunity policy and its program and employment needs must be communicated to sources of qualified minority group applicants.

5. Managerial and supervisory performance must be reviewed and controlled to insure a positive application and vigorous enforcement of the policy of equal employment opportunity.

6. Provision must be made for a just review and expeditious disposition of complaints involving discrimination on grounds of race, creed, color or national origin.

The CSC is responsible for reviewing agency equal employment opportunity programs and for entertaining appeals from persons dissatisfied with agency action on their complaints of discrimination.

O. Glenn Stahl, the CSC's director of the Bureau of Programs and Standards, pointed out at a meeting with agency personnel officials the following differences between the new program under the CSC's jurisdiction and the old one under the President's Committee on Equal Employment Opportunity:

1. Commission regulations provide for a positive action program. PCEEO regulations were principally concerned with handling complaints.

2. Commission regula-

tions require that the investigation of a complaint include a thorough review of the treatment of members of the complainant's group identified by his complaint as compared with the treatment of other employes in the organization segment in which the alleged discrimination occurred. PCEEO regulations provide for such a review only in certain instances.

3. Commission regulations require that a complainant use his agency's appeal process before appealing to the CSC. PCEEO regulations gave the complainant the option of appealing either through the agency system or directly to the committee.

4. The commission regulations provide that the agency shall furnish the complainant with a written summary of the investigation or that he shall be given an opportunity to review the investigative records. There was no such requirement under PCEEO regulations.

5. The commission's regulations also require that each agency submit a detailed monthly report on the status of complaints on hand. PCEEO practice had been to require filing with it a copy of every complaint when it was received.

HATCH ACT POLL — The large majority of Government employes is opposed to any move to give them greater freedom for political activities, according to a poll taken by the Federal Times.

The weekly publication said 64 per cent of Government workers responding to its poll as to whether they want the Hatch Act liberalized replied in the negative.

Thirty-six per cent of the employes said they believe the Hatch Act should be liberalized.

The Senate this year approved a bill, which is now pending in the House, to create a bipartisan commission to study and make recommendations for easing Hatch Act restrictions on Federal and postal workers.

The general sentiment of employes who want the law left unchanged is that they fear a return to the spoils system.

The fear was expressed that employes would be subject to intense pressure by their top bosses and supervisors to contribute to the political party which happened to be in power, as well as to campaign for it. This would backfire on employes when a different political party came into power and jeopardize their jobs, the employes felt.

(ALICE, from page 1)

members serving on the Clark County Board of Economic Opportunity", Alice queries further, "aren't the ruthlessly inaccurate statements in the petition also challenging the standards set by the National Office of Economic Opportunity"? Because, certainly, she elaborates, the perpetrators of the noxious petition know that every local board must meet those standards.

ALICE WOULD HAVE US KNOW that she does not question the right of the petition to be circulated; she believes too strongly in the right of the people to petition. She does, however, she insists, question wholeheartedly the identity of the initiators of the petition, and even more, their motivation.

Curious Alice wants some answers, and she has asked the VOICE newspaper to explore every facet of this situation, and to expose, once and for all, the obvious conspiracy to obviate all the good that is being done in the community, by the simple means of confusing us so much on the Westside that, if we don't curtail it now, we will again find ourselves in the untenable position of again being an exploited people. AND FOR WHOM, and even more pertinent, FOR WHAT!

FRIENDLY LIQUOR SPECIAL



Blue Line Gin

\$1.93 pint

616 W. BONANZA

One Group LADIES & TEENAGERS Dress & Casual Flats, Val. to 7.99



3.97



One Group, Ladies & Teenagers Personality Dress & Casual Flats VALUES TO 9.99



4.97



Dress Heels



HI-MIDS STACKS VAL. TO 12.99

7.97

Be Our Valentine Feb 13

VEGAS VILLAGE SHOE STORES

YEAR-END CLEARANCE

SALE

Save UP TO 50%

Red Goose & Yanigans

VAL TO 8.99 FOR BOYS AND Girls, Sizes 8 1/2 - 3

4.97



JOHN C. Roberts

MEN'S

Dress Shoes

SLIPONS & TIES BLACKS & BROWNS VAL. TO 16.99

7.97



Men's KINGSWAY SHOES FOR MEN

Dress Shoes

SLIP-ONS & TIES BLACKS & BROWNS VALUES TO 11.99

6.97

NO REFUNDS, NO EXCHANGES, NO LAY-AWAYS ALL SALES FINAL

Not all sizes available in all styles



Vegas Village SHOE STORES

1501 Las Vegas Blvd. N. Telephone 384-7015

955 East Sahara. Telephone 735-0922