

REECO'S AFFIRMATIVE ACTION PLAN IN "ACTION"



REECO's AFFIRMATIVE ACTION PLAN IN "ACTION". Photo shows a group of minority employees at Reynolds Electrical and Engineering Company operations at the Nevada Test Site attending a training class for Miner Trainees. REECO for years has led the way in upgrading jobs for minority employees. Shown left to right are; Joseph Williams, Joe Gomez, Henry Banks, Curtis Amie, Morris Lolar, Elbert Eubanks, Florentine Salazar, James Washington, Vernal Virgil, Robert James, Jessie Bass and William Jackson. In background is instructor, Bill Beam.

Reynolds Electrical and Engineering Company's executive Vice President, F. I. Strabala, has just released a detailed outline of the Company's program for meeting its equal opportunity responsibilities.

Called the "Affirmative Action Plan," it states the Company's policies on the employment of minority groups and the methods to achieve its goals through October of 1971.

The directives, the goals and the attachments included in the Plan are covered in a thirty page printed booklet which has been put in the hands of all those employees who may be called upon to administer the policies. Additionally, copies have been sent to concerned labor organizations, civic groups and employment agencies.

REECO's "Affirmative Action Plan" is considered to be one of the most comprehensive developed by a major employer in Nevada. REECO is the largest prime contractor at the Atomic Energy Commission's Nevada Test Site

Highlights of the "Plan" include the following: It is the policy of REECO to provide total equality in all employment considerations. Discrimination and prejudice form no part of these considerations. All members of REECO's work force regardless of level of employment have obligation to respect the wants, and the needs of others no matter the race, creed, religion, sex, color, age, or national origin.

This policy extends to recruiting, hiring, training, compensation, overtime, work assignments, working conditions, promotions, transfers, employee terminations and all other principles of employment.

It is the duty of all members of REECO's Management to enforce this policy and to take or recommend appropriate action, should this policy ever fail to be followed by any members of the REECO work force.

In order to set realist goals, sound and workable policies and a better understanding concerning the makeup the minority skills available in the local labor market, REECO has met and consulted with members of the Nevada Employment Security Department, the Concentrated Employment Program, the National Association for the Advancement of Colored People, the Nevada Equal Rights Commission and the Neighborhood Youth Council. Much of their recommendations and suggestions have been built into this plan.

In commenting on the "Plan" Strabala said, "While we shall do our utmost to carry out this program in the coming year, REECO is proud of it's past record as an equal opportunity employer over the years. We were the first major company in Nevada to establish an Equal Employment Opportunity Compliance Office several years ago. This Plan is basically designed to improve an already impressive record."

Strabala continued, "We feel that we can increase our training activities as related to all Company personnel and particular emphasis will continue to be given to minority group employees. The degree of training will be directly related to funds available; the total work force and success in labor negotiations."

The "Plan" also states...REECO will intensify it's recruiting efforts in the local Black community through existing agencies and when possible, direct our recruiters to go directly to the Black areas to develop applicants and employment contacts.

To further bolster our college recruiting efforts, the Company will increase the number of minority colleges visited and female colleges will be included. Equally important, our recruiting team will use minority and female members.

REECO believes that one of it's best sources of minority applicants is the informal word-of-mouth referral by existing minority employees and will continue to encourage his process.

The Company, also, will continue it's participation in the Summer Youth Opportunity Campaign which has as it's objective the employment of disadvantaged young people.

REECO's Equal Employment Opportunity policy is a vital part of discussions during labor negotiations. Nondiscrimination clauses are included in all union agreements.

To further broaden the scope of the "Plan", REECO has at the University of Nevada, Las

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