

Point of View

Editorial

Basically we can say that this session of the Nevada State Legislature is over. The budget items have been pretty well nailed down, and we see hard times ahead with the state government trying to live within an austerity budget.

We commend Governor Richard Bryan for his insistence that there were certain needs in this state that could not be overlooked. Some of these needs were the highways, tourism, elementary, secondary, and special education, and high technology. We commend him for his excellent leadership in appointing qualified people to key positions in the state.

We especially commend Governor Bryan for his appointment of Blacks and other minorities to important positions within the state government. We recognize that the appointments have been relatively few, but a few is better than none at all.

The legislative actions generally have been based upon projected income for the next two years. It is virtually impossible to predict the actual amount of income that the state will receive, however, we still think that the projections are well within the expected boundaries.

It appears that the only area that was completely ignored was the higher education system of the state of Nevada. This includes the two universities and the community college system. Little or no attention has been paid to increasing enrollments at our state higher education institutions or to those who work therein. The almost complete inattention in the concerns of these institutions or of those who work there has been cause for lowering of morale. It is hoped that this inattention and the concomitant lowering of morale will not transfer into decreased interest in students and to curricular matters by those who work at these institutions.

Message from Las Vegas Chapter NAACP President

Rev. James E. Allen has just completed a cross country tour to confer with National Civil Rights Leaders, to make them aware of the conditions Blacks are faced with in the State of Nevada. We have gained national support. The Ministers have formulated a plan in conjunction with the National Congress of Churches to hold a freedom rally in Las Vegas August 31st. Bishop Adams and Mrs. Coretta Scott King will be among the national leaders that attend this rally. The purpose of the rally is to focus national and international attention on the conditions of Nevada Blacks.

In the past, the local news media has been successful in down playing the conditions of Nevada Blacks. This rally will inform the nation and the world about these conditions.

Upon my return to Las Vegas, I was made aware that Blacks are being discriminated against more than ever. My staff members have made repeated attempts to establish some line of communications with local No. 226 and various hotels. The union and these hotels have elected to ignore our request. It is our duty to make union members aware of the poor representation they have in local No. 226. Black workers are being terminated in a manner that makes them unable to collect unemployment insurance. The union fails to offer proper representation in the settlement of job related grievances. The union is serving as a catalyst in the replacement of Black workers with a foreign labor force.

The Nevada Equal Rights Commission is used by employers as a means to further these discriminatory practices. Local No. 226 and other businesses are signatory to a consent decree. This decree has proved to be just another useless document.

Letter To The Editor

Dear Editors:

Articles have appeared in recent weeks ("To Whom Does It Belong", "The Black Family", "Education Is Power") of interest to all levels of Blacks. Their interpretation will vary with one's past environment nationally and internationally.

Listed are thoughts of the 1930's and 40's with me:

"Miss..., you know I do not have any education. I'm sending my child or children for the chosen discipline. You take care of the discipline and I will take care of the self discipline to the limit."

Those were the "Fathers of Freedom": a breed apart from many of today's generations:

- * Love God
- * Work Hard
- * Become twice as great as your competitors
- * Family Togetherness Never Dies
- * Now Otherness can enter the Negro Unity Sought

State Senator Joe Neal has been heavily consumed with State legislative details and was unable to prepare his article for this week. Hopefully, we will be able to continue this thought provoking column next week.

For the rest of their lives, they must keep abreast of new information in their chosen discipline and related fields. They must become mature in basics, remain informed and cope with what is happening in the world - the changes and stress that impacts on all of us because of the global interdependence of all people.

Laziness and complacency can not be excused...but must be criticized by peers. Their bed of roses can be Thorns of Petals to sleep on.

The struggle for Civil Rights has lost its foundation of Spirit, Academic, Personal Achievement and Christian Enlightenment, because "THOSE who have gone before us may have done more with less.. the struggle becomes weaker without those startup ingredients molded into our lives.

Thanks
Clarence C. Cross

To Be Equal

AFFIRMATIVE ACTION OR SENIORITY?

By John E. Jacob

The Supreme Court will be making another key ruling in the long struggle to define the boundaries of affirmative action programs. It will consider the issue of seniority vs. affirmative action in a case

Going by the old last-hired, first-fired rule, a seniority-based layoff system would have wiped out black gains since discrimination kept blacks from those jobs until very recently. Sticking to seniority would mean a return to

would have been no need for a judge to protect their newly won jobs - seniority would be something that works for

budgetary poverty would have been invoked and the minority workers never recalled. That lends force to the need for affirmative action protection of low-seniority workers where there is a history of discriminatory hiring and a pattern of racial exclusion.

The Supreme Court hasn't been overly friendly to affirmative action in the past, so this is a very important case with implications for public workers and also for the private sector, where recession-based layoffs hit blacks, minorities and women hardest. The judge's order that a minority ratio be kept intact during layoffs just recognizes the reality of American life.

Affirmative action and a no-discrimination hiring policy are empty words if they can be discarded at will. If affirmative action is a remedy, as the courts consistently have held, then the remedial process cannot be dependent on such fac-



John E. Jacob

all and not a tool to maintain dominance.

In fact, many of the white officers laid off indirectly owe their jobs to a system that largely restricted access to those jobs to white males.

It is interesting that those laid off workers returned to the job when the politicians finally found the money to rehire them. But it makes you wonder if that money would have been found if the bulk of those laid off had been blacks and browns, not white.

I'm fairly certain that

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arising from layoffs among Boston policemen.

It took a federal job-discrimination suit to change the city's discriminatory hiring policies for its public safety forces. By 1981 blacks and Hispanics made up almost twelve percent of the police forces.

Then budget problems forced the city of lay off policemen and firefighters, but a federal judge ordered no reduction in the percentage of minorities. That meant whites with more seniority were laid off while minorities with fewer years on the job were still on the payroll.

an unfair employment system, but that was prevented by the obligation to remedy past discriminatory policies.

What about the white workers with greater seniority who were laid off? If they feel they got a raw deal, that is understandable. But their real beef can't be with either the minorities who kept their jobs or with the minority community that demands its fair share of the jobs.

Their beef has to be with the past leadership of a city that created the discriminatory patterns to begin with. If blacks had been hired fairly in the past, then there

The Ministers have targeted the Sahara Hotel for immediate action. The NAACP will support the effort.

Rev. James E. Allen
President

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