

HILL

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ing and promotion practice cases of the firemen in the District of Columbia and the Birmingham city agencies. The Justice Department is arguing reverse discrimination in these cases, ignoring the Supreme Court decisions. Richard Seymour, of the Lawyers' Committee, who has argued many of these civil rights cases, says "The views expressed by William Bradford Reynolds indicates that the Justice Department will continue tilting at windmills in its ultimately fruitless effort to prevent any employer from having the benefits of the Supreme Court decision. The government is penalizing both employers and employees by making it difficult and expensive for them to engage in clearly lawful conduct."

The Lawyers' Committee, in its effort to enforce fair employment practices, is involved in discrimination against private employers, local, state and federal government agencies. The fair employment enforcing project has been battling the Justice Department's campaign against affirmative action for the past five years. The project's professional staff, which consists of only three persons, is assisted by lawyers across the country. These cases are largely class action suits.

Seymour of the Lawyers' Committees notes that beginning in 1981, the Reagan Administration undertook three offensives against affirmative action: the re-opening of 51 previously settled consent decrees between local and state public agencies and employees; an attempt by the Equal Employment Opportunity Commission to eliminate evaluations of the validity of employment tests that have and adverse impact on minorities and women; and an attempt to weaken requirements for non-discrimination in hiring by private employers as a condition of their receiving federal contracts.

In 1985 the Justice Department stated that it would file motions to eliminate affirmative action agreements in the 51 cases which it had party in effecting hiring and promotion timetables and goals. They wanted only affirmative action requirements for identifiable individuals. Fortunately, Justice Department's views did not prevail.

The Equal Employment Opportunity Commission (EEOC)

attempted to change uniform guidelines on employee selection procedures which were created in response to protective clauses in Title VII. One aspect of the guidelines was to insure that a test is not discriminatory in effects against women and minorities, and that it is job related. The EEOC Chairman wanted to do away with statistical evidence of the adverse impact of invalid tests on minorities and women. These guidelines attacks by the Justice Department was just another tactic to convert all civil rights laws into prohibitions solely because of intentional discrimination. The Lawyers' Committee on EEOC resulted in the EEOC's moderation of its stand.

The Justice Department and the Office of Management and Budget have been trying to revoke Executive Order 11246, which requires government contractors to provide equal employment opportunities for minorities and women, using race and gender-conscious techniques. The Attorney General wanted the Labor Department to stop assessing a company's actions, and instead, only require a company to have a labor pool of 25 percent minority and 50 percent women, even though no minorities and women were employed. The Attorney General would require the Labor Department to give it a non-discriminatory approval. Intensive work by civil rights organizations prevented the Attorney General's proposal from being adopted.

Since 1974, there have been three suits of discrimination against women and minorities filed against Birmingham and Jefferson County, Alabama. Later, Birmingham entered consent decrees and began promoting Black firemen. The Justice Department was a signatory to the consent decrees. In this promotion practice of Blacks, White males filed a reverse discrimination suit. Justice switched sides and joined the white males. The Lawyers' Committee intervened in the case for the Blacks. In December 1985, the District Court ruled in favor of the Blacks, but denied attorneys' fees. The case has been argued before the Eleventh Circuit by the Lawyers' Committee. The decision has not been rendered. Attorney Seymour feels encouraged, since he states that their argument was both legally and morally right.

President Reagan's civil rights actions make a mockery of his civil rights rhetoric.

WINFIELD

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prove the health and education of American youth. The June release of the book followed the launching in Norfolk, Virginia, of the Turn It Around! campaign, a comprehensive community-based approach to solving the drug problem.

Turn It Around! There's No Room Here for Drugs was written with Eric Swenson, an author who has previously collaborated with Winfield and who formerly taught in federal drug abuse programs. The book features a short history of drug abuse in America; a chapter on understanding addiction; a section

covering recent developments and model programs in drug research, education, prevention, treatment, and enforcement; and strategies for action. Winfield also answers the question he is most frequently asked about drugs. The book has been endorsed by the Drug Enforcement Administration for which Winfield serves as a spokesman.

Many entertainment and sports figures have become involved in anti-drug programs, but none have developed such a broad strategy for action and a plan to implement it nationwide. No individual in sports has devoted as much time, money and energy to the fight against drugs. For Winfield, the Turn It Around! campaign repre-

BAKER

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Poll: best New Female Artist of 1986 and Critics' Poll: Best New Female Vocalist, Best New Jazz Act and Rookie of the Year; VH-1, No. 1 Most Requested Music Video for 1986 ("Sweet Love"); and Dick Clark's "Black & Gold

sents the greatest challenge of his career. "There is no more serious threat to the youth of our country than drugs," he says. "The next logical step in the progression of the battle with drugs is from individual awareness to group action and I hope my book will help spur that effort."

Special," Top New Female.

Opening for Anita Baker will be comedienne Rhonda Hansome, whose on-stage performance conjures up the wit and originality of Lily Tomlin and Carol Burnett. Her dazzling comic style is complemented by an array of talents from singing to puppetry. Hansome travels throughout the U.S. with her one-woman cabaret show and tours with major musical artists.

Tickets for the Anita Baker-Rhonda Hansome concert, priced at \$23.50 and \$18.50, are on sale at the Aladdin Box Office (10 a.m.-6 p.m. Monday-Saturday) and at all Ticketron locations.

CLASSIFIED ADVERTISING

CLARK COUNTY
INVITATION TO BID
BID NO. CA 771-87

INSTALLATION OF AN ELEVATOR
AT 401 SOUTH FOURTH STREET

THIS PROJECT CONSISTS OF INSTALLING A TWO-STORY ELEVATOR FOR THE PUBLIC SERVICES BUILDING AT 401 SOUTH FOURTH STREET.

ESTIMATED COST: \$55,000

PREBID CONFERENCE:
10 AM, SEPTEMBER 17, 1987

The purpose of the Conference is to review and discuss both the specifications and the County's Minority and Women-Owned Business Policy.

Bids will be received in the Office of the Clark County Director of General Services, Purchasing Division, Bridger Building, Tenth Floor, 225 Bridger Avenue, Las Vegas, Nevada 89155 on October 1, 1987. Bids must be time-stamped at 3:00 PM or before, bids time-stamped at 3:01 PM or after will be returned to the bidder.

Specifications are available at the above address at no charge. If plans and specifications are to be mailed, there is a nonrefundable charge of \$5 per set.

BOARD OF COMMISSIONERS
CLARK COUNTY, NEVADA
Published: Las Vegas Sentinel-Voice
September 10, 1987

CLARK COUNTY
INVITATION TO BID
BID NO. 176-87

AIR FILTER SERVICE—ANNUAL BID

PREBID CONFERENCE:
10 AM, SEPTEMBER 21, 1987

Bids will be received in the Office of the County Director of General Services, Purchasing Division, Bridger Building, 225 Bridger Avenue, Tenth Floor, Las Vegas, Nevada 89155, on October 2, 1987. Bids must be time-stamped at 3:00 PM or before, bids time-stamped at 3:01 PM or after will be returned to the bidder.

Specifications are available at the above address.

BOARD OF COMMISSIONERS
CLARK COUNTY, NEVADA
Published: Las Vegas Sentinel-Voice
September 10, 1987

NOTICE TO CREDITORS
AND OTHER CONCERNED

Pursuant to NRS 108.228, Nevada Statutes, notice is hereby given that on August 17, 1987, Contract Bid Number CA 567-86, between the County of Clark and Bingham Construction Company, for construction of the Nevada Association of the Handicapped's Training Center, within the County of Clark, State of Nevada, has been completed.

All creditors having claims against this contract must file their claims within forty (40) days after acceptance.

LORETTA BOWMAN, County Clerk
and ex-Officio Clerk of the
Board of Clark County
Commissioners, Clark County,
Nevada
Published: Las Vegas Sentinel-Voice
September 10, 1987

CLARK COUNTY
INVITATION TO BID
BID NO. 177-87

TWO 4,000-GALLON WATER TANKS

PREBID CONFERENCE:
2 PM, SEPTEMBER 16, 1987

Bids will be received in the Office of the County Director of General Services, Purchasing Division, Bridger Building, 225 Bridger Avenue, Tenth Floor, Las Vegas, Nevada 89155, on September 28, 1987. Bids must be time-stamped at 3:00 PM or before, bids time-stamped at 3:01 PM or after will be returned to the bidder.

Specifications are available at the above address.

BOARD OF COMMISSIONERS
CLARK COUNTY, NEVADA
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NOTICE TO CREDITORS
AND OTHERS CONCERNED

Pursuant to NRS 108.228, Nevada Statutes, notice is hereby given that on August 17, 1987, Contract Bid Number CA 558-86, between the County of Clark and Relger Construction Company, Inc., for construction of the Sandy Valley Community Center/Library, within the County of Clark, State of Nevada, has been completed.

All creditors having claims against this contract must file their claims within forty (40) days after acceptance.

LORETTA BOWMAN, County Clerk
and ex-Officio Clerk of the
Board of Clark County
Commissioners, Clark County,
Nevada
Published: Las Vegas Sentinel-Voice
September 10, 1987

CLARK COUNTY
INVITATION TO BID
BID NO. CA 772-87

RENOVATION OF
STEAM CLEANING AREA

THIS PROJECT CONSISTS OF REMOVAL AND REPLACEMENT OF EXISTING OIL/SAND SEPARATOR, CLEANOUTS FOR SEWER LINE, REINFORCED CONCRETE SLAB WITH SUMP, FABRICATE STEEL SUMP GRATE, REMOVE AND REPLACE METAL CORRUGATED ROOFING MATERIAL (APPROXIMATELY 1,300 SQUARE FOOT ROOF) AND 180 SQUARE FOOT WALLS WITH ADDITIONAL SUPPORTS, AND MODIFY EXISTING WATER AND ELECTRICAL LINES.

ESTIMATED COST: \$12,000

PREBID CONFERENCE:
3 PM, SEPTEMBER 15, 1987

The purpose of the Conference is to review and discuss both the specifications and the County's Minority and Women-Owned Business Policy.

Bids will be received in the Office of the Clark County Director of General Services, Purchasing Division, Bridger Building, Tenth Floor, 225 Bridger Avenue, Las Vegas, Nevada 89155 on September 25, 1987. Bids must be time-stamped at 3:00 PM or before, bids time-stamped at 3:01 PM or after will be returned to the bidder.

Specifications are available at the above address at no charge. If plans and specifications are to be mailed, there is a nonrefundable charge of \$5 per set.

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CLARK COUNTY, NEVADA
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IT PAYS TO ADVERTISE