

# AFFIRMATIVE ACTION

## ELECTRICAL APPRENTICESHIP APPLICATIONS

The Metro Electrical Joint Apprenticeship and Training Committee announces that it will begin accepting applications for a one month period beginning November 17th, 1975. To qualify for an interview by the Metro Committee, applicants must meet the following requirements:

1. 18 years of age.
2. High school graduate with a two point GPA (c) or GED of 255 points.
3. High score on aptitude test (given by Employment Service).
4. Passing grade for first year algebra.
5. Resident of this committee's area.

Applications will be accepted at the Metro Office, 601 N.E. Everett, Portland, Oregon, from 9 a.m. until 4:30 p.m. weekdays. All applications must be complete and received in this office by 4:30 p.m. December 17th, 1975 to be considered. For further information, call 233-5413.

**Metro is an Equal Opportunity Employer.**

### 3 DAYS - \$60

Publishers of World Book Encyclopedia, an equal opportunity employer, has 3 openings for men or women to give sales demonstrations 3 days a week - 8:30 a.m. to 4:30 p.m. Previous sales exp. not req. Position pays \$60 weekly, guaranteed for six sales demonstrations with potential weekly income of \$130. Phone Dave Ratts, 643-1688 for personal interview.

### TYPIST CLERK STENOGRAPHER CLERK & SENIOR STENOGRAPHER CLERK

**Typist Clerk** starting rate \$553 per month - req. ability to type at least 40 wpm.

**Stenographer clerk** starting rate \$572 per month - req. ability to take dictation at 80 wpm and to type 40 wpm.

**Senior Stenographer clerk** starting rate \$664 per month - applicants should have 2 yrs. clerical exp. and must be able to type 40 wpm and take dictation at 80 wpm.

Apply to: Portland Civil Service Board, 510 S.W. Montgomery, Portland, Ore. 97201.

### CLERK II

\$610 starting rate. This is clerical work with a min. of supervision. Applicants must have knowledge and skill in the use of business English, arithmetic, and of office procedures; accuracy in information checking; and skill in reading, following instructions and dealing with the public.

Apply to: Portland Civil Service Board, 510 S.W. Montgomery, Portland by Nov. 7, 1975

### An Equal Opportunity Employer

**Minorities and women are urged to apply**

### TYPIST

Typist wanted, 70 wpm, memo, mailing, errand, filing. Must have own car. \$3 per hour, apply in writing to Lutheran Family Service, 635 N.W. 18th, Port., Ore. 97209.

### HELP WANTED

Researcher to provide technical assistance in evaluation of mental health programs. Researcher will assist in design of evaluation studies, design and program computer processing of study data, perform various statistical analyses and prepare written reports. Solid background req. in sampling procedures, statistical tests of significance, experimental design, computer programming and data retrieval.

Min. qual. are bachelor degree plus 4 yrs. exp. in research or program evaluation or equiv. combination of education and exp.; \$973-\$1,240, plus benefits.

Send resume to: Gerry Brodsky, Mental Health Division, 2570 Center Street, NE, Salem, Ore. 97310.

### An Equal Opportunity Employer

### POLICE RECORD CLERK I

Clerical, City of Portland, salary from \$572-\$775 per mo., job performing clerical tasks related to the processing and maintaining of police records and reports. Applicants should be able to type 40 wpm and be available for the day, evening, and night shift, weekends and holidays.

Applications available at City of Portland Civil Service Office, 510 S.W. Montgomery, Deadline for filing, Nov. 4, 1975.

### An Equal Opportunity Employer

### CITY OF PORTLAND GRAPHIC DESIGNER [Public Works Dept.]

Prepares pro. graphic work (charts, graphs, brochures, renderings, lettering, rm. size displays, retouched photos) for publications, departmental & public presentations. Knowledge of wide range of graphic media materials processes (including typesetting and printmaking) req.; skill in preparing finished graphic products required. Salary \$13,768, apply by Nov. 11, 1975, to Port. Civil Service, 510 S.W. Montgomery, Port., Ore. 97201.

### The City of Portland is an Equal Opportunity Employer

### MAINTENANCE PAINTER

Immediate opening for experienced painter to paint campus buildings inside and out. Hrly. wage, 40 hr. wk., vacation, sick leave. Applications accepted til Oct. 31, at office of the Controller, Linfield College, McMinnville, OR 97128. 472-4121, Ext. 239.

### An Affirmative Action Equal Opportunity Employer



## Application Programmer

Experienced programmer to write commercial applications programs in a multi-system OS (MVT) environment, which includes IMS, TSO, extensive online terminal processing and real time data collection. Must be experienced in BAL and COBOL plus OS (JCL). Prefer IMS experience.

Benefits include liberal educational support, insurance and profit sharing programs. Please send resume to: Bill Blanford, Tektronix, Inc., P.O. Box 500-0101, Beaverton, Oregon 97077.

An equal opportunity employer.

### NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that a public hearing will be held by the Tri-County Metropolitan Transportation District of Oregon (Tri-Met) at the Portland Water Bureau Building Auditorium, 1800 S.W. Sixth Avenue, Portland, Oregon, at 2:00 p.m., November 19, 1975, for the purpose of considering an amendment to a previously approved capital grant.

In July, 1971, Tri-Met submitted to Urban Mass Transportation Administration (UMTA) a capital grant application for the purchase of new buses and operating equipment, new maintenance equipment, renovation of 75 old buses, 100 bus passenger shelters, new bus stop and information signs, and the purchase of 1,033 acres of land. In June, 1972, UMTA approved the original grant application. In May, 1973, UMTA approved a budget amendment making the total grant \$7,646,500.

Tri-Met desires to amend the approved grant within the approved grant budget to purchase more land than the 1,033 acres of originally requested.

The additional land is located at the northeast corner of the intersection of Southeast 16th Avenue and Center Street identified in public records as lots one through eight inclusive, Block Thirteen, Benedictine Heights, a subdivision of Portland, Oregon.

This property is currently owned by Portland General Electric Company and has been cleared of all improvements, thus no persons, families or businesses will be displaced by this project. Tri-Met desires to purchase and improve the property for the purpose of providing off-street Tri-Met employee parking. This will vastly improve the neighborhood environment by shifting existing on-street employee parking to an off-street site.

At the hearing Tri-Met will afford an opportunity for interested persons or agencies to be heard with respect to the social, economic and environmental aspects of the proposed capital grant amendment. Interested persons may submit oral or written evidence and recommendations with respect to the proposed amendment.

A copy of the proposed project improvements is available for public inspection at the Tri-Met office, 520 S.W. Yamhill Avenue, Portland, Oregon.

G.A. Wood  
Director of Contract Administration



The world's shortest river probably has the shortest name. It's the 440 foot D River in Oregon.

EZ way of meeting single adults. Call Andrea 232-4635.

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## YOUR STATE EMPLOYMENT

**Question:** What services to the handicapped are available through Oregon Employment Division Job Services offices?

**Answer:** The Employment Division has a continuous program of service to the handicapped. A handicapped person need only contact any local office of the Division and ask for the "Local Office Handicap Representative." Each office has a person so designated who has been trained in this speciality. Any handicapped person who is seeking work can obtain selective placement procedures, job development, employment counseling and Job Finding Training to assist in finding work.

The Division also supports the "Hire the Handicapped" concept. This concept was born in 1947 by the President's Committee on Employment of the Handicapped. Today, it is carried out through a partnership with each state Governor's Committee on Employment of the Handicapped.

The Employment Division also adheres to the Federal and State laws requiring Affirmative Action for the Handicapped and nondiscrimination in employment practices. Disabled and handicapped veterans receive first priority in referral, placement, and other services.

Information on handicapped services may be obtained by calling collect, to Salem 378-4545, to contact the Executive Secretary, Oregon Governor's Committee on Employment of the Handicapped, c/o Employment Division, 875 Union Street, Northeast, Salem 97310.

National Employment of the Handicapped week will be observed statewide this year, October 5th-11th.

WILLIAM LEWIS, et al.,  
Plaintiffs,

vs.

WESTERN AIRLINES, INC.,  
Defendant

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION,

Plaintiff Intervenor,

vs.

WESTERN AIRLINES, INC.,  
Defendant.

NOTICE IS HEREBY GIVEN that a hearing will be held in Courtroom No. 11 at the United States Courthouse, 450 Golden Gate Avenue, San Francisco, California, at 10:00 a.m., on December 12, 1975, for consideration of any showing why a proposed settlement and compromise of the action Lewis, et al. and Equal Employment Opportunity Commission v. Western Airlines, Inc., Civil Action No. C-72-2020 OJC, brought by William Lewis, Russell Mattis, Gary Broderick and Lucille Johnson on account of alleged sex and race discrimination in the hiring of flight attendants, should not be approved and confirmed by the Court as fair, just and equitable.

At the hearing the Court may approve or disapprove the proposed settlement without further notice. The Court may also continue the hearing without further notice.

Plaintiffs brought this case as a class action on behalf of themselves and all persons similarly situated, alleging sex and race discrimination in employment with respect to the recruitment and hiring of flight attendants. On April 21, 1975, the Court certified the case as a class action with two subclasses as follows: (1) all Black persons (estimated to total 1,500 to 2,000) who filed an application for employment as flight attendants since January 1, 1971, with Defendant WESTERN AIRLINES and were not hired; (2) all males (approximately 4,800) who filed an application for employment as flight attendants since January 1, 1971, with Defendant WESTERN AIRLINES and were not hired.

This notice is being sent to you as a member of such class to bring to your attention the maintenance of such an action on your behalf and the terms of a proposed settlement approved by the Plaintiffs, the Defendants and the EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (hereinafter "EEOC"). The Court has tentatively approved the settlement, but this tentative approval is also subject to any showing made to the Court why the settlement should not be approved.

### PLEASE NOTE THE FOLLOWING:

1. The settlement herein, if finally approved by the Court, will terminate your individual rights to bring an action against the Defendant for the same relief.

2. Any member of the class as defined who desires to do so may appear at the hearing on December 12, 1975, to show cause why the settlement and compromise described below should not be approved, and why this action should not be disposed of in accordance with the terms of said settlement and compromise, and may present any objection that may be proper and relevant to the issues to be heard. However, it is further provided that no person shall be heard and no papers or briefs submitted by any such person shall be received and considered except by special permission of the Court, unless on or before December 5, 1975, said person files with the Court a written notice of intention to appear.

3. In order to participate in the monetary benefits provided by this settlement and described below, class members must submit a written request for inclusion in these benefits to Judy Maynard, Trial Attorney, Equal Employment Opportunity Commission, San Francisco, California 94102, no later than January 23, 1976. Each request shall include your name, address and approximate date of application to WESTERN AIRLINES. All written requests must be submitted on or before January 23, 1976, and will be verified by the Equal Employment Opportunity Commission. Distribution of monetary amounts will be made to class members in proportionate shares, related to the length of time between their initial application and the present date.

4. If you do not object to this proposed settlement you need take no action other than submission of the request for inclusion in the benefits referred to above and the attorneys representing the Plaintiffs and the EEOC will continue to act in your behalf.

5. By entering into the proposed decree, WESTERN does not admit to nor has the Court made any determination that there is or has been violation of any law, rule or regulation.

### NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that a public hearing will be held by the Tri-County Metropolitan Transportation District of Oregon (Tri-Met) at the Portland Water Bureau Building Auditorium, 1800 S.W. Sixth Avenue, Portland, Oregon, at 2:00 p.m., December 3, 1975, for the purpose of considering an amendment to a capital grant.

In September, 1973, Tri-Met submitted to Urban Mass Transportation Administration (UMTA) a capital grant application for the purchase of various shop, office, and service equipment; purchase and install bus passenger shelters and to renovate the existing maintenance and repair facilities located at 4314 S.E. 17th Avenue in Portland, Oregon.

Tri-Met desires to amend the grant to include additional operating and service equipment; to rebuild the maintenance and repair facilities and purchase additional land adjacent to our existing property.

The estimated cost of this project is \$12,144,660 with federal participation of \$9,715,728 (80 percent of project costs) and the local contribution of \$2,428,932 (20 percent of project costs).

The amended project will have no adverse environmental impact on the urban area. An Environmental Impact Assessment prepared for the renovation of facilities remain valid for rebuilding of the facilities. The project is in conformance and a part of the transportation development program of the regional planning agency, CRAG.

At the hearing Tri-Met will afford an opportunity for interested persons or agencies to be heard with respect to the social, economic and environmental aspects of the proposed capital grant amendment. Interested persons may submit oral or written evidence and recommendations with respect to the proposed amendment.

A copy of the proposed amended grant is available for public inspection at the Tri-Met office, 520 S.W. Yamhill Avenue, Portland, Oregon.

G.A. Wood  
Director of Contract Administration



IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF CALIFORNIA

No. C-72-2020 OJC

### NOTICE OF PENDANCY OF CLASS ACTION AND PROPOSED SETTLEMENT TO MALE AND BLACK APPLICANTS FOR FLIGHT ATTENDANT POSITIONS AT WESTERN AIRLINES, INC.

No findings of any kind have been issued by the Court concerning the merits of any of the allegations made by Plaintiffs or made by the EEOC.

### THE PROPOSED SETTLEMENT

The parties through their counsel have approved and agreed to a compromise settlement of all issues in the case, including a proposed consent decree and full settlement of the action. The proposed consent decree is before the Court pending consideration of any showing why it should not finally be approved. A copy of the proposed consent decree is available for examination by persons who may be members of the class, or their designated counsel, in the Office of the Clerk, United States District Courthouse, 450 Golden Gate Avenue, San Francisco, California, Monday through Friday, between the hours of 8:45 a.m. and 4:30 p.m., holidays excluded, during the period of October 24 through December 12, 1975.

The only complete statement of the settlement terms is contained in the consent decree itself, which is available to class members for inspection as stated above. A general description of the class compromise settlement follows:

WESTERN will, pursuant to the settlement, adopt an 11% annual Black hiring goal for flight attendant positions until such time as the number of Black persons employed as flight attendants equals 6.8% of the total number of persons in that classification. WESTERN also will adopt a 33-1/3% annual male hiring goal for flight attendant job positions. This male hiring goal shall remain in effect until the number of males in flight attendant positions equals 20% of the overall total number of flight attendants or until 1,200 flight attendant positions have been filled by WESTERN, whichever first occurs.

WESTERN also will deposit the sum of \$40,000 in an interest bearing bank account for disbursement to qualified class members. Disbursement of the fund will be undertaken by the court pursuant to instructions from the EEOC. Disbursement will be made to those class members who submit a written request for inclusion in the class. All Blacks and males who applied for, but failed to receive, a position as flight attendant with WESTERN AIRLINES between January 1, 1971 and June 20, 1975, are advised to submit a written request for inclusion as outlined above.

Under the proposed settlement agreement, WESTERN also has undertaken various recruitment activities designed to increase the flow of qualified male and Black applicants for its available flight attendant positions.

The EEOC has undertaken to monitor compliance with the terms of the consent decree, and WESTERN has agreed to assist in this process by adopting various procedures for reporting to that agency.

In addition to these provisions, the four class representatives shall receive in settlement of their individual claims the following sums: WILLIAM LEWIS - \$4,500; RUSSELL MATTIS - \$400; GARY BRODERICK - \$400; LUCILLE JOHNSON - \$700.

The EEOC is an agency of the United States Government and will not receive an attorney's fee. The private attorneys for the representative Plaintiffs will receive under the terms of the settlement attorneys' fees in the sum of \$38,500. The EEOC and the private Plaintiffs also will be reimbursed by WESTERN for the litigation costs expended in the action.

The Court is to retain jurisdiction in the case, and under this jurisdiction it will have the power and authority to amend, modify and alter the terms of the decree to effectuate the basic purpose of the decree of promoting the federal policies outlined in Title VII of the Civil Rights Act of 1964. Subsequent modifications to the decree may be made without further notice to the class.

The notice has been approved by counsel for all parties and by the Court.

Dated: October 24, 1975

Oliver J. Carter  
United States District Court

### NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that a public hearing will be held by the Tri-County Metropolitan Transportation District of Oregon (Tri-Met) at the Portland Water Bureau Building Auditorium, 1800 S.W. Sixth Avenue, Portland, Oregon, at 2:00 p.m., November 20, 1975, for the purpose of considering a project for which financial assistance is being sought from the Urban Mass Transportation Administration, pursuant to the Urban Mass Transportation Act of 1964, as amended, generally described as follows:

Section 5 of the Urban Mass Transportation Act of 1964, as amended, provides federal operating assistance to Urban Mass Transportation systems, whereby the Tri-County Metropolitan Transportation District of Oregon (Tri-Met) is eligible to receive federal funds for operating assistance for fiscal year 1975-1976. This project is included in Tri-Met's program of projects for fiscal year 1975-1976 and is a part of the CRAG transportation development program.

The estimated cost of the project is \$5,533,682. Federal participation will be \$2,766,841 and the local share will be \$2,766,841 allocated from the funds collected by employer payroll taxes.

At the hearing Tri-Met will afford an opportunity for interested persons or agencies to be heard with respect to the social, economic and environmental aspects of the project. Interested persons may submit oral or written evidence and recommendations with respect to the project.

A copy of the application for a federal grant for the project, together with an environmental impact assessment is available for public inspection at the Tri-Met office, 520 S.W. Yamhill Avenue, Portland, Oregon.

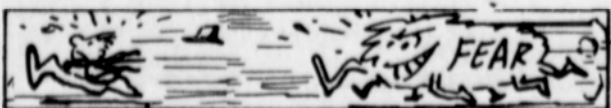
G.A. Wood  
Director of Contract Administration



Some scholars say that Shakespeare was the first to use the word "hurry."

### DIAL-A-JOB 227-5828

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Medical Care Program  
An Equal Opportunity Employer



Phobophobia is the fear of fear itself.