Conference Study Shows Cities Do **Better After Affirmative Action**

More than nine out of 10 major cities have voluntarily established affirmative action programs to insure equal opportunity in hiring and promotion for city jobs, according to a survey report released by the U.S. Conference of Mayors. The survey indicated that court-approved settlements or court orders were involved in only 11 of the 121 cities that submitted data to the Conference.

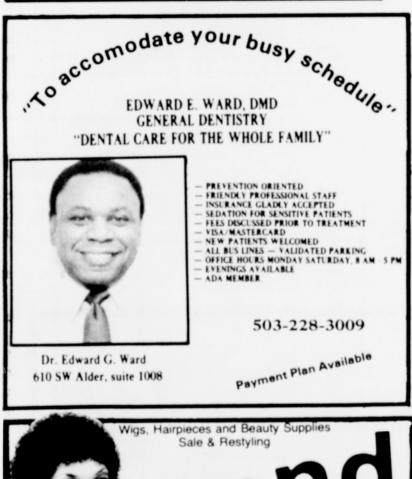
In the survey, cities credited affirmative action programs with improvements in personnel practices as well as benefits to city workers and citizens. Also:

- · Two out of three cities said thay improved recruiting pro-
- · Seventy percent improved hiring standards.
- Sixty percent improved promotion standards.
- Half improved disciplinary procedures.
- · Thirty-eight percent improved employee performance re-
- · Many cities believe that affirmative action is responsible for improved employee job satisfaction.
- · Employee grievances and complaints dropped in 62 percent of the cities.
 - Absenteeism decreased in 40 percent.
 - Employee turnover was reduced in 45 percent.

In addition, cities credit affirmative action with improved labor-management relations and improved efficiency and productivity. More than half also claim improvement in the delivery of public services and improved public perception of city services as a result of their affirmative action efforts.

Releasing the survey in Washington, Indianapolis Mayor Will







Hudnut, chairman of the Conference's Subcommittee on Civil Rights and a national leader in affirmative action, said that, "On their own, cities are closing in on the goal of fairness by offering an equal opportunity for employment to all of our citizens." Along the way, Hudnut said, cities were also doing a better job of recruiting, hiring and promoting," and demonstrating to our citizens that affirmative action also means grea-



Commissioner Dick Bogle has worked with Mayor Bud Clark in en suring affirmative action and equal opportunity for Black-owned businesses for competitive bid contracts with the City of Portland. Photo by Richard J. Brown

ter efficiency and productivity in city government.

The issue of affirmative action in local government hiring and promotion has become a sensitive one in the wake of last year's attempts by the U.S. Department of Justice to dismantle affirmative action programs in many cities, and of more recent Administration plans to change – and ultimately weaken -the Executive Order that governs the affirmative action by federal contractors.

Donations to St. Vincent de Paul Show Twenty Percent Decrease

St. Vincent de Paul officials have noticed a decrease in dona-General manager Don Seep says the decrease has been seen mostly in the number of daily pick ups made by St. Vincent de Paul trucks: "During the early part of October, pick ups were down from our current need of 200 a day to about 160. That's percent below our

Seep says families are on waiting lists for kitchen ranges, single beds, double beds, refrigerators and washers. The most requested items are kitchen ranges, beds and washers. Last year, over 2,000 beds were distributed to needy families. A severe shor tage also exists in children's clothing.

St. Vincent de Paul gladly accepts donation of good, clearn, reusable clothing, furniture, appliances and other household goods. The agency continues to

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