

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 they improved recruiting procedures.
- Seventy percent improved hiring standards.
- Sixty percent improved promotion standards.
- Half improved disciplinary procedures.
- Thirty-eight percent improved employee performance reviews.
- 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 great



Commissioner Dick Bogle has worked with Mayor Bud Clark in ensuring 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 donations. 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 twenty percent below our needs."

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 shortage also exists in children's clothing.

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

receive approximately 3,000 requests for assistance a month. To donate, please call 234-0594, or drop off your donation at the nearest St. Vincent de Paul store.

Clean Auto Wax
buff & hand wax

steam cleaning
interior detailing
custom auto waxing
carpet cleaning

2020 N.E. Union
282-4086

MRS. C's WIGS

WIGS
\$5 and up
Special of the Week

Betty Cabine, Proprietor

Featuring wigs by NAOMI SIMS, ANDRE DOUGLAS, NATALIE COLE & MICHAEL WEEKS

Wig Styling **\$7.50** AND UP
(long or specialty styles slightly higher)

It's New Angel **\$6.95**

MRS. C's WIGS
707 N.E. Fremont 281-6525
Closed Sun. & Mon. OPEN Tues. thru Sat. 11:30 AM to 6:00 PM

FREE "Dust Buster"
with purchase of any Rebuilt 6 amp Kirby

INCLUDING
KIRBY OMEGA
Quality Rebuilt by STARK'S

NOW ONLY \$199.95

Stark's Every Day Low Price 264.95

FEATURING

- 32 Foot Cord
- 5 Pc. Attachment Set
- 8 Rug Adjustments
- Floor Polisher
- 2 Year Limited Warranty

ASK FOR FURTHER DETAILS

STARK'S VACUUM CLEANER Sales & Service

107 N.E. Grand Ave. 232-4101
Mon - Fri 9-6 Sat 9-6
Mon and Fri 10-6pm

BEAVERTON 12620 SW 1st 626-3699 Mon-Sat 9-6

"To accommodate your busy schedule"

EDWARD E. WARD, DMD
GENERAL DENTISTRY
"DENTAL CARE FOR THE WHOLE FAMILY"

Dr. Edward G. Ward
610 SW Alder, suite 1008

503-228-3009

Payment Plan Available

- PREVENTION ORIENTED
- FRIENDLY PROFESSIONAL STAFF
- INSURANCE GLADLY ACCEPTED
- SEDATION FOR SENSITIVE PATIENTS
- FEES DISCLOSED PRIOR TO TREATMENT
- YES! MASTERCARD
- NEW PATIENTS WELCOMED
- ALL BUS LINES - VALIDATED PARKING
- OFFICE HOURS MONDAY SATURDAY, 8 AM - 5 PM
- EVENINGS AVAILABLE
- ADA MEMBER

Wigs, Hairpieces and Beauty Supplies
Sale & Restyling

Wigland

Nails
Eyelashes

- Eva Gabor
- Rene of Paris
- Zury and more
- Born Free
- Carefree
- Andre Douglas

1105 N.E. Broadway
(across from Safeway, Lloyd Center)
Tel. 282-1664

Store Hours 10:00 a.m. til 6:00 p.m. Monday thru Saturday

Combine peanut butter with a little honey. Makes a great sandwich spread for raisin bread or peanut muffins.

PROTECT YOUR RIGHT TO VOTE

Say "NO" to those who would turn back the clock!

NO ON 13

Paid for by Protect Your Right to Vote Comm.

Check Our Low Prices

Oil Filters — \$2.98
Air Filters — \$3.95
Most Fan Belts — \$3.95
Brake Shoes & Pads — \$9.54
Valve Cover Gaskets — \$3.95

We carry hose for import cars

RADIATOR HOSES

If your import is over 4 years old...
... it's time to change the belts. With today's belts you can't tell when they are about to break. So, if your import car is four years old, save yourself some big trouble. Replace the belts now, at

Gates

D M Auto Parts, Inc.
Complete Automotive Supplies
710 N.E. Killingsworth
288-5533