

Fair Employment Practices Act Discussed at Roundtable

An employer cannot discriminate between applicants for a job on the basis of age, unless an age limit can be proven to be a necessary qualification for the job.

This is one of the restrictions on employers imposed by the Fair Employment Practices Act passed in 1949 and amended this year by the Oregon state legislature. Miss Dana Platz of the Service Unlimited Employment Agency, Medford, told the Jackson County Chamber of Commerce roundtable luncheon at the Jackson hotel Monday afternoon.

Miss Platz spoke to the roundtable on the bureau of labor's interpretation, application and enforcement of the act. These were explained to her, she said, at a recent meeting with Norman O. Nilsen, commissioner of labor for Oregon.

Sixth State
Oregon was the sixth state to pass a Civil Rights Law of which the Fair Employment Practices Act is a part. This act makes it illegal for an employer to refuse to hire, employ, bar or discharge from employment, any person on the basis of race, religion, color or national origin. This law was amended, she said, in 1959 to include age as a non-discriminatory factor in employment.

Miss Platz said Commissioner Nilsen held a meeting in Salem recently to explain to employment agencies and employers, some of the requirements and interpretations of this law, because, as Nilsen said, there are many violations and as the bureau of labor intends to enforce this law, it wants to make known just what the law permits and prohibits in employment practices.

Three fields can be explored in determining qualifications for a job, Miss Platz said. They are education, experience, and physical ability, not including age.

Rights Violated
Any person who feels that his rights have been violated by an employer, can file a complaint with the bureau of labor, according to the law. The bureau, in turn, will investigate the complaint and warn the employer of his violation, if the complaint is valid.

If the employer is warned and continues to violate the law then legal action will be taken against him which can result in a \$500 fine or one year in prison, or both, Miss Platz said.

She noted that the FEP Act applies only to those employers of six or more persons.

The purpose of the law, as stated in a bureau of labor circular, is to afford all persons equal opportunities in employment, regardless of race, religion, color, or national origin, with the qualifications of the individual being the sole test in the selection of employees. The 1959 amendment added age.

Recent Ruling
Although an employer has the right to select an employee on the basis of appearance and personality, he may not, under the law, inquire as to race, ask for a picture of the applicant, nor may he ask the color of eyes or hair, a recent ruling of the bureau of labor disclosed, Miss Platz said.

Unless there is a legitimate question as to whether or not an applicant is of legal age for a certain job, such as selling liquor, an employer cannot ask for the age or birth date of a potential employee, she pointed out. Of course, this data can be determined after a person is put on the payroll, she added, but even then he could not be discharged on the basis of it.

A person cannot be asked his nationality or country of origin for any purpose whatsoever, she said. A person may be asked whether or not he is a citizen of this country, but he may not be asked if he is a naturalized citizen, nor may he be asked, of what country he is a citizen.

There is an exception to this rule in cases where the government must determine if an applicant is a potential security risk or not, she said.

Agency Is Liable
Not only is the employer liable for violations, she said, but so is an employment agency if it should assist the employer in violating one of the provisions of the FEP Act.

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An employer is not only prohibited from asking the religion of an applicant, but he is also prohibited from asking if the person goes to church or not, what religious organizations the applicant belongs to, what religious holidays he observes, or any other question that may directly or indirectly indicate a person's religion, she said.

Any indirect question either oral or written that might indicate the race, religion, national origin, or age of an applicant is also a violation of the law, Miss Platz said. It is also illegal for an applicant to be encouraged to volunteer such information, she added.

Cites Example
Miss Platz cited a recent example of employers attempting to hire on the basis of race. Three dining establishments recently constructed in Portland were built with an Oriental atmosphere. The employers wanted Oriental girls to work in these restaurants, so they sent word to Portland employment agencies that they wanted to hire a total of 30 girls of Oriental descent. The agencies, not wanting to risk violation of the law, went to the bureau of labor for a ruling on this request.

The bureau of labor said that by requiring Oriental girls to work in these restaurants, the employers were in violation of the portion of the law that prohibited hiring on the basis of race. Miss Platz noted that the three employers then went to San Francisco, where they hired 30 girls of Oriental descent and brought them to Portland to work in the restaurants.

Miss Platz said there are many other common employment application questions violating the law, for instance, birthplace of an applicant, requirement of a birth certificate, and general military experience.

Question of Service
She said that a question can be asked concerning military experience for the U.S. armed forces, but the question cannot be asked in such a way to indicate any foreign military experience.

If employers have any questions concerning the legality of a hiring practice, she said they should contact Commissioner Nilsen of the bureau of labor in Salem, or Thomas N. Trotta, assistant attorney general of Oregon whose headquarters are in Portland.

Next week's speaker at the chamber roundtable will be

Richards A. F. Ballou, San Francisco, who is the western regional representative for Junior Achievement. He will speak to the roundtable on the possibilities of establishing a Junior Achievement program in Medford.

Governor's Budget To Pay for Trip

Salem —UPI— Gov. Mark Hatfield, dissatisfied with a Board of Control decision opposing a trip to Denver, Colo., for Board Assistant Secretary J. N. Peet, dipped into the governor's budget to pay for the trip.

Peet is attending a Western states conference discussing a regional women's prison. The governor is chairman of the three-member board. The dissenting members were Secretary of State Howell Appling Jr. and State Treasurer Sig Unander.

Oregon does not have a women's prison. Female inmates have quarters in the administration building of the state penitentiary here.

Silver Lake Youth Victim of Gunshot

Klamath Falls —UPI— Oregon's 1959 accidental hunting death toll by gunshot stood at 12 today.

Jack M. Gibson, 15, Silver Lake, was the latest shooting victim. He was wounded fatally Saturday by an accidental shotgun blast while hunting ducks on the Williamson river north of here.

Oregon also has had 12 hunting deaths from heart attacks.



MORE SPACE CAPSULES—Six additional space capsules, such as the mock-up pictured here, have been ordered from McDonnell Aircraft of St. Louis, Mo., by NASA. Located on top of the tower are the small but powerful escape rockets which will enable the astronaut to escape if anything goes wrong during the launching.—(UPI Telephoto)

President's Menu Preference Asked

New Delhi —UPI— Authorities at the presidential palace have asked Washington what President Eisenhower wants to eat during his stay in India.

According to palace officials, special chefs have been engaged to make sure Eisenhower gets good American meals. But, if he wants to try some Indian curry, that can be arranged, they said.

Oregon 4-Hers Win National Honors

Chicago —UPI— Six Oregon 4-H club members have won national honors at the 38th national 4-H club congress here.

Five received \$400 scholarships. They are Edward Burnap of Redmond, Margaret Ann Burk, Vale; Karen Cruickshank, McMinnville; Mark Angerson of Colton and Neil Heesacker, Forest Grove. The other winner was Jean Wick, La Grande, who was cited for her work in the forestry program.

Burnap won in the agricultural program. Miss Burk was awarded her scholarship under the beef program.

Other winning fields: Miss Cruickshank, dairy foods demonstration; Anderson, soil and water conservation, and Heesacker, tractor program.

TRAFFIC DEATHS UPPEd
Tokyo —UPI— Tokyo traffic deaths thus far this year total 1,002 as compared to 930 killed in 1958, the worst previous year, the metropolitan police board reported today.

Hunter Drowns in Columbia River

Vancouver, Wash. —UPI— A duck hunter, identified by the Clark county sheriff's office here as John Rider of the Vancouver area, drowned Monday when he fell out of a boat into the Columbia river near Ridgefield, Wash., northwest of here.

Sheriff's deputies said other duck hunters saw Rider fall out of the boat and vanish.

A search by Coast Guardsmen failed to recover the body.

Wall Street Chatter

New York —UPI— We may well be in the midst of a creeping bull market, according to Spear & Staff, which also indicates that the steel strike will be settled before Jan. 26, when the Taft-Hartley Injunction expires.

In the face of bullish chart patterns, Spear is now inclined to a more optimistic attitude over the near term, than was expressed last week.

The Alexander Hamilton Institute expresses a more cautious tone, however, feeling that the present offers nothing more than a trading market, which is at or near its upper level.

Investors Advisory Institute recommends National Distillers & Chemical as a buy situation. Indicated year-end earnings should fall in the neighborhood of \$2.25 a share against \$1.76 last year, the institute notes. Liquor sales are proceeding satisfactorily while the company's chemical operations are maintaining a strong uptrend, the institute says.

Reynolds & Co. feels that 1960 will be a good year for railway equipment manufacturers. Materials and supplies of the railroads are at abnormally low levels, Reynolds says, indicating that American Steel Foundries, General Railway Signal, American Brake Shoe, New York Air Brake, and Westinghouse Air Brake should be all in line for an increase in business volume.

SEEK REFUGE
Bonn, Germany —UPI— The West German Refugee Ministry announced Monday that 2,379 East Germans sought refuge in West Germany in the week Nov. 21 to 27.

Black Widow Spider Bite Fatal To Man

Las Vegas, Nev. —UPI— A black widow spider bit Nicholas Burney, 54, five times on the hand when he put on his sweater.

Attendants at Southern Nevada Memorial Hospital said Monday Burney, a former Redlands, chiropractor, died at the hospital Sunday. He told attendants he tried several remedies before seeking help at the hospital.

Indictments Are Returned by Jury

Grand jury indictments have been returned against four men, according to the district attorney's office.

Indicted Friday by the grand jury was a 17-year-old Medford youth, charged with breaking into and entering the Empire Beverage company, 14 West Fourth st., Nov. 9. Previously charged with the same crime is James Conley Tolley, 18-year-old transient, who is awaiting a pre-sentence report. He had pleaded guilty to the charges in circuit court Nov. 12.

Also indicted Friday was Carrol Gene Zachary, 24, of 819 Taylor st., Medford, on charges of assault with a dangerous weapon. He is charged with pointing a .45 caliber pistol at Special Deputy Lonnie L. Verner in Jacksonville Aug. 2.

Winifred Lee Qualls, 16, Ashland, returned from MacLaren school for boys, was indicted on rape charges. He is charged with raping a 16-year-old girl in July.

Also indicted was Robert Carr Mix, 43, of 215 C st., Phoenix, on charges of assault with a dangerous weapon. The charge followed a dispute with his wife Nov. 11.

Legion Promises Action on Clause

Indianapolis, Ind. —UPI— The American Legion today promised legal action against the "white-only" clause in the constitution of its fun-loving affiliate, the 40 and 8.

National Commander Martin B. McKneally ordered the court test after 40 and 8 officials refused to drop the anti-Negro clause.

McKneally's order followed a mandate issued by the Legion's convention in Minneapolis last August.

POSTPONE SEARCH

Gulfport, Miss. —UPI— A search for the wreckage of a National Airlines plane which crashed in the Gulf of Mexico Nov. 16 killing 42 persons was halted temporarily Monday. Ten bodies have been recovered so far but Navy minesweepers' efforts to locate the plane wreckage have failed.

OPERA EXPERT DIES

Moscow —UPI— The conductor of the Bolshoi Theater, Prof. Vasily Nebolsin, 61, has died, the Soviet news agency Tass announced Monday. Nebolsin was known in the Soviet Union as one of the greatest experts on opera.

MAIL TRIBUNE, Medford, Or. Tuesday, Dec. 1, 1959

New York Bus Strike Averted by Pay Hike

New York —UPI— A city-wide bus strike that would have affected 1,500,000 riders was called off Monday night a few hours before a midnight strike deadline.

The strike was postponed by the Transport Workers Union following an offer from the seven bus companies of a "good faith" down payment of a seven-cent hourly pay increase while negotiations for a new contract continue.

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