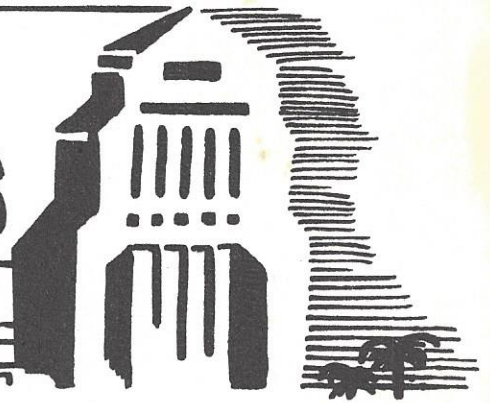




LAS NUEVAS



VOL. II EDITION NO. 8 DECEMBER, 1972
LACECA P. O. BOX 541 L. A. 90053

LACECA ENDORSES SALINAS

The LACECA general membership unanimously endorsed Salvador Salinas for President of the All City Employees Association at our November 14 meeting. The ACEA election of officers for 1973-74 will be conducted by mail commencing November 29th.

Salinas, who has been a member of LACECA for 1½ years now, announced his candidacy for the office at the last meeting. He assured the LACECA membership that he would strive for a greater participation of ACEA with minority organizations if he is elected.

Although LACECA welcomes any individual to its meetings for whatever reasons, Sal was the only candidate for ACEA officers to approach us and state his platform.

If you're an ACEA member, mark your ballot for

SALVADOR SALINAS

FOR ACEA PRESIDENT!

(Salinas is featured as this month's "Nuestro Compañero" on page 2 of this issue.)

#

NEXT LACECA GENERAL MEETING
DECEMBER 12, 1972
6:30 P. M. SHARP

L. A. INTERNATIONAL INSTITUTE
435 SOUTH BOYLE AVENUE

DEC. 12 GUEST SPEAKER

Guest Speaker for LACECA's December 12 meeting will be Mrs. Colleen M. Logan, Senior Deputy Labor Commissioner in the Division of Labor Law Enforcement of the State's Department of Industrial Relations.

- * Graduate of Seattle College.
- * 2 years of Law school.
- * Taught Labor Law at UCLA and at the L.A. County Federation of Labor.
- * Member of:
 - * Food & Drug Commission
 - * United Way Budget Commission
 - * United Way Child Care Conf.
 - * Professional Women's Club
- * Belongs to 18 civic and social groups.
- * Former union organizer and business agent.
- * Mother of 8 children.

LACECA meetings are open to the public. Bring a friend or a member of your family.

Coffee and pan dulce are served by Celso Martinez and members of his Financial & Social Committee.

#

INSIDE FEATURES

Nuestros Compañeros.....	page 2
Christmas Dance.....	3
Incorporation of LACECA.....	3
LACECA on Affirmative Action.....	4
Special Record. Sec. Election.....	6
Bienvenidos.....	7
Congressman Roybal article....	8

NUESTROS COMPAÑEROS

SALVADOR SALINAS is a native Angeleno who was born and raised in the East Side. He attended Berendo and Belvedere Junior High Schools before entering John H. Francis Polytechnic High School, where he majored in Aeronautical Drafting. After graduating in 1940, he worked for two years and then joined the Navy. He "saw action" in the Aleutian Islands and in the South Pacific flying P.B.Y.'s in the Flying Air Sea Rescue and Anti-Submarine Patrols.

After his service time, Sal attended East L. A. Junior College, where he graduated in 1948, and USC School of Architecture. In

1953, he started working full time for the State Division of Architecture and came in with the City's Planning Department in 1956. He is now a Planner in the Environmental Review Unit.

Salvador is an Explorer Advisor for Troop 375 in Montebello, Chairman of the Housing Development Corporation of the East/Northeast Model Cities area, and Treasurer of the All City Employees Association (ACEA). He is now running for President of ACEA, and LACECA duly endorsed him for that office at its November 14th meeting. He has been a LACECA member for 1½ years.

Our Compañero's hobbies include hiking and working with scouts.

Salvador, his wife and three children have their home in Montebello.

#

ON PROPOSITION 22

(Read by a representative of the farmworkers at LACECA's November 14 meeting.)

The day was cold and windy though the sky was crystal blue.
We held tightly to our signs proclaiming "No On Twenty Two."
The wind was howling, trees were falling, signs would break in two,
But holding firm, we all insisted "No On Twenty Two!"

Our captain, to avoid disaster, if our strength might fail
Said "Everybody hold your place, but lower down your sail."
So everyone pulled in their signs and flew them at half mast.
To hold firm in position 'til the hurricane had passed.

The wind was howling, cars were whirring, Ruth heard not the call.
And, valiantly, she held her sign though it stood twelve feet tall.
And still she did not lose her grip, and still she did not fall.
And then a sudden burst of wind grabbed sign, and Ruth, and all.

And as we saw her fly away, aloft into the blue,
The last thing that we heard her say was "No On Twenty Two."

by Pat Bonner
farmworker

VISIT
Cielito Lindo
BEEF TAQUITOS
 With Avocado Chili Sauce
 GUACAMOLE
 THE ORIGINAL... Since 1938
 OLVERA STREET STYLE
 CIELITO LINDO 66 OLVERA ST.

INCORPORATION OF LACECA
 by
 Enrique Colorado
 Sergeant At Arms

(A few months ago our Executive Board made the decision to make LACECA an incorporated body. The responsibility of carrying this through was given mainly to Enrique and Gil Flores, Chairman of the By-Laws Committee. This article explains what incorporation means to LACECA.--Ed.)

LACECA CHRISTMAS DANCE
 AND
FOOD AND TOY DRIVE

LACECA's Second Annual Christmas Dance will be held December 9th at the Gi-Gi Hall, 3220 No. Broadway.

Music will be provided by "The Counts". There will be ten door prizes awarded--four turkeys and six bottles of champagne! You must be present to win.

For tickets or for more information, call Celso Martinez at 485-4565.

In conjunction with the Christmas Dance, LACECA is having its Second Annual Food and Toy Drive to benefit needy families for Christmas. These families need our support and with your help we can make a brighter Christmas for them.

Items will be collected at our Christmas Dance; however, if for some reason you don't take them to the Dance, you'll have until December 20th to contact Virginia Miranda at 485-3353 for donations. Virginia is Chairman of the Health and Welfare Committee.

PACKAGES SHOULD NOT BE WRAPPED, AS THEY MUST BE SORTED OUT ACCORDING TO THE NEEDS AND AGE GROUPS OF THE RECIPIENTS.


#

PATRONIZE
 OUR
 ADVERTISERS

After several weeks of preparations and discussions by LACECA Executive Board members and Attorney J. B. Casas, LACECA is reaching the final stages in becoming an incorporated body. The conceptual meaning of this milestone has some unique advantages for the future of our organization.

First, in developing the scope or areas of activities in which LACECA would be the vital organ in terms of contributing the manpower and knowledge needed for an outreach involvement in coping with community problems. Historically, most of our community-based service type organizations derive their operating funds from a variety of Federally funded programs or grant monies from philanthropic organizations. The trend to assist the major urban centers to solve their multiplicity of social problems had its origin as a result of the findings of "The Civil Rights Commission

\$2.00 — — — — COUPON — — — — \$2.00



ESTRADA'S JEWELRY STORE
 108 East 1st Street
 Los Angeles, Calif. 90012

This coupon is worth \$2.00 on any \$10.00 or more purchase of merchandise, watch repairs, jewelry repairs or manufactures.

No good for cash - All work guaranteed
 30 years establishment
 One Coupon for each purchase or repair

MEDIAN EDUCATION 10 YEARS

CHICANOS IN THE CITY OF LOS ANGELES YEARS OF SCHOOL COMPLETED (POPULATION 25 YEARS OLD AND OVER)



ELEM: 8 YEARS OR LESS	102,717	42 %
HIGH SCHOOL 1 to 3 YEARS	44,973	18 %
HIGH SCHOOL 4 YEARS COLLEGE	56,891	23 %
4 YEARS OR MORE	15,728	6 %

EL FUTURO DE NUESTROS HIJOS !!!

Report of 1966". This Commission was created as a result of the Watts Riot of 1963. Many programs were developed afterwards to ameliorate the pressing social problems of the inner cities across the nation....Model Cities was created under the Metropolitan Development Act of 1966 to upgrade the quality of life in selected communities. In a sense, this was the forerunner for revenue sharing sponsored by Representative Wilbur D. Mills. This Act is known as: The Intergovernmental Fiscal Coordinating Act of 1971. Essentially, the existence of these programs and the goals of LACECA place our organization in a viable posture to assist our Chicano community and participate in the administration of local programs on a competitive basis.

In terms of a duly registered non-profit organization, LACECA's role and participation in revenue sharing and other Federally funded programs may be viewed as having the resources through our membership or recruitment from within the community for the necessary expertise in program monitoring and evaluation for goal attainment, in addition to assisting or conducting research

for effective program planning... These activities are but a few of the many challenges that LACECA can and should accept.

At the present time, our By-Laws are under extensive modification to reflect the purposes stated in our Articles of Incorporation. Once this task is completed by Mr. Gil Flores and this writer, they will be submitted to the Secretary of State in accordance with Section 23701-F of the Revenue and Taxation Code of the State of California.

LACECA ON AFFIRMATIVE ACTION

by
Sam Sperling
Chairman, Special Programs Comm.

Two years ago, the term "affirmative action" was a four-letter word at City Hall. No one, except minority representatives themselves, wanted to talk about the City's affirmative action obligations. Today, however, a growing number of City officials regard the demand for affirmative action as one of the two or three most urgent problems facing City government. While this development undoubtedly represents



CARMEN'S PASSPORT PHOTOS

- Pasaporte
- Imigración
- Permiso
- Cartilla

Photos 4th Floor

125 E. Sunset — 625-2995
Mexican Consulate Bldg.
Olvera Street Plaza

progress, it is nevertheless true that City management, generally, think of affirmative action in much too limited terms. To explain LACECA's position (these viewpoints have been drawn up by our Special Programs Committee and adopted by our Executive Board) on this subject, Las Nuevas will publish a series of articles on affirmative action. The first article in this series appears below.

Part I

AFFIRMATIVE ACTION IN EMPLOYMENT

It must be said at the outset that, to LACECA, affirmative action means more than jobs. We insist that the City of Los Angeles has a number of separate affirmative action obligations, including the obligation to increase minority employment. These obligations become readily apparent when we examine the various roles of City government. Consider, for example, the City as Employer.

In connection with its role as employer, the City has an obligation to do whatever is necessary to assure that minorities are adequately represented at every level in each City department. Achieving this goal will require affirmative action at two, possibly three, distinct levels. First, all artificial barriers to minority employment must be removed. Employment policies which exclude disproportionate numbers of minorities must be rescinded. Selection devices which are culturally unfair to

minorities must be discarded. Personnel procedures which impose unequal burdens on minorities must be eliminated. And operating practices which effectively limit the promotional opportunities of minorities must be changed. The removal of these and other artificial barriers to minority employment may be thought of as **FIRST-LEVEL AFFIRMATIVE ACTION**. Such action requires the prompt and vigorous attention of City management.

SECOND-LEVEL AFFIRMATIVE ACTION involves the positive use of managerial discretion to increase minority employment. In making emergency appointments, in selecting employees for acting assignments, in planning employee training and development programs, in reviewing recruitment practices, in classifying positions, in preparing Civil Service examinations, and in every other employment-related activity, City management must aggressively pursue affirmative action goals. **SECOND-LEVEL AFFIRMATIVE ACTION**, then, amounts to a concerted effort to make the merit system, as we now know it, work for minority applicants and employees. For too long, the system has worked against minorities; now it must be made to work for them.

THIRD-LEVEL AFFIRMATIVE ACTION would require significant, if temporary, changes in the merit system itself. It might include a change in Civil Service rules



NOW OPEN! THE NEW HILL'S CODE 7 RESTAURANT

Corner of First & Main Sts., L.A.

BREAKFAST TIME: ANY TIME

OPEN 7 AM TO 11 PM

Phone 629-3827

to permit the selective certification of minority eligibles. It might also include the imposition of a freeze in the hiring of majority-group eligibles for those classes in which minorities are under-represented. Indeed, THIRD-LEVEL AFFIRMATIVE ACTION may include both of these and, perhaps, additional changes as well. But whether changes in the merit system itself are required will, to a large extent, depend upon City management. For it should now be perfectly clear that those who make 1st and 2nd level action impossible, make 3rd level action inevitable.

In summary, LACECA insists that the City of Los Angeles, as a major employer in the Southern California area, has an obligation to establish and to aggressively pursue affirmative action goals which will assure that minorities are adequately represented at every salary level in each City department. Moreover, LACECA recognizes three distinct levels of affirmative action: 1) removing artificial barriers to minority employment; 2) using managerial discretion in administering the merit system itself to facilitate the attainment of established affirmative action goals. Finally, LACECA is only secondarily concerned with HOW the City meets its affirmative action employment obligations: our primary concern is that minorities get their fair share of all the City's jobs. We expect nothing more; we will



**Club
El Dorado**

1842 E. First St.
Los Angeles, Calif.
90033

Cocktail Lounge

Where LACECA members go
for Refreshments and Relaxation

accept nothing less.

(Next month: Affirmative Action
in Bank Deposits.)

#

SPECIAL RECORDING SEC. ELECTION

by
Bob Gallegos
Chairman, Elections Committee

A special election will be held at LACECA's January 9th general meeting to fill the office of Recording Secretary presently held by Mrs. Angelina Cardenas. Mrs. Cardenas is taking a maternity leave and is resigning for the remainder of her term, which expires June 30, 1973.

The Elections Committee is nominating Mrs. Frances Carmona as a willing candidate for the vacancy. Additional nominations will be solicited from the floor during the December 12th general meeting.

#

EXECUTIVE BOARD CHANGES

There have been a couple of changes made in the makeup of LACECA's Executive Board since the elections last June.

Hortensia Mercado, who was Chairman of the Elections Committee, has quit the City and moved to Mexico. President Ernie Valdez has appointed Bob Gallegos to succeed her position on the Board. As you probably remember, Bob was Chairman of the By-Laws Committee last year.

Ralph De La Parra, ex-Chairman

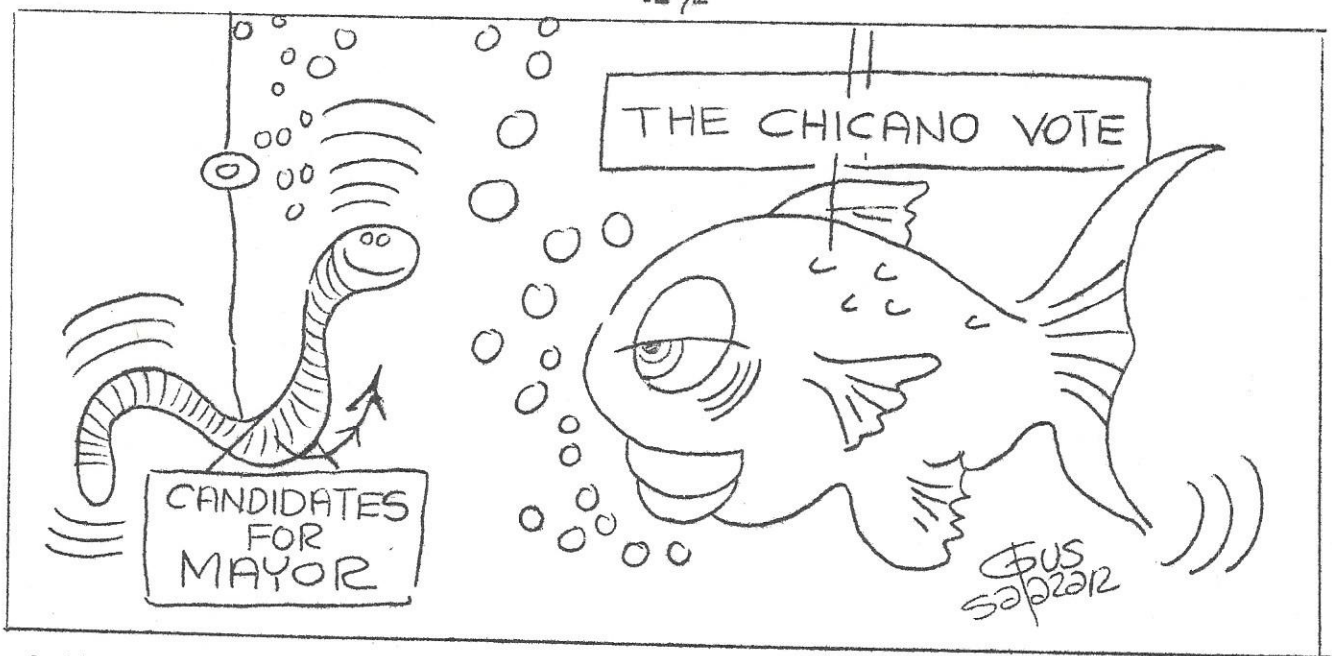


MEXICO • PHILIPPINES
HORIZON TOURS
World wide group tours
Air tickets - Se Habla Español

LA PLAZA
Travel Service
680-0830
125 E. Sunset
Olvera Plaza
Mexican Consulate Bldg.
same ownership



MABUHAY
Travel Service
622-5552
106 W. 1st St.
Civic Center



of the Committee on Program Operations, quit the City to work for Southern California Edison Company. Bill Pena is now chairing this Committee. His main job is getting guest speakers for our meetings.

Both Bob and Bill have been members of LACECA since March, 1971, when we formed.
#

BIENVENIDOS

We welcome the following new members who joined LACECA within the past month:

- Raymond Barela--Consumer Affairs
- Anita Leon--Water & Power
- Ruben Lugo--Engineering
- Rachel Martinez--Rec. & Parks
- Cecilia Mote--Consumer Affairs
- Cynthia Nava--Public Works
- Maurice Saenz--Public Works
- Esmeralda Torres--Cons. Affairs
- David Torrez--Public Buildings

GIVING A GIFT
by
George Esquer
Treasurer

Giving a friend a gift is always a joy. We all know this. We should all view our dues to LACECA as a joy more than an obligation. To you non-members, we invite your gift. JOIN LACECA!
Dues may be paid at the meetings or mailed to me using the form below.
#

GARCIA THANKS LACECA

Ross Valencia, Assemblyman Alex P. Garcia's Administrative Assistant, was at LACECA's Nov. 8th Executive Board meeting at the request of Mr. Garcia to personally thank LACECA for its help during his campaign for reelection.
Mr. Valencia commended LACECA

PAYMENT OF DUES

Mail to: LACECA Treasurer
P. O. Box 541, M. O.
L. A., Calif. 90053

NAME _____ AMOUNT _____

ADDRESS _____ Annual Semi-annual

(Make checks payable to: LACECA) (Dues = \$1.00/month)
 check if new member

for its work in handling problems besetting Chicanos in the City service.

We are a welcome change, he said, to the almost non-existent voice Chicanos had at City Hall while Mr. Garcia was employed with the City. He added that the need for a Chicano organization has always been there.

#


FROM THE OFFICE OF
CONGRESSMAN EDWARD R. ROYBAL
Honorary LACECA Member

Over the objection of this Administration which recommended a 5% Social Security increase, the 92nd Congress approved a 20% boost to raise the standard of living for 27 million Americans whose fixed incomes had been eroded by inflation and rising costs.

The increase, however, lacked pass-along provisions which would prevent states, including California, from using the Social Security boost to reduce their own level of public assistance.

This practice subverts the intent of Congress and perpetuates a cycle of poverty and despair for millions of older, blind and disabled persons.

In seeking to correct this wrong, I introduced legislation that would guarantee the full Social Security increase to recipients while preventing any decrease in public assistance benefits they may be receiving, whether in the form of food stamps,



Jim Hogan

**PASSPORT
IMMIGRATION
PHOTOS
WHILE-U-WAIT**

628-3465 628-7957

Se Habla Español

FEDERAL PHOTO STUDIOS
106 E. 1st

MONARCH PHOTO STUDIOS
101 S. Main

Medicaid, or aid to the blind and disabled. This bill would bring considerable relief to some 8 million older citizens who live near or below the poverty line.


During the rush toward an October adjournment, Congress approved a narrower proposal covering only Medicaid and Medicare recipients. While this limited coverage was important, I intend to push for an expanded guarantee program for Social Security recipients when Congress convenes in January.

#

AWARD TO CHICANO EMPLOYEE

A 25-year service pin and a resolution of commendation were presented recently to Charles G. Calderon by the Los Angeles City Recreation and Parks Commission.

A native Angeleno, Calderon attended Garfield High School. He began his employment with the City as a gardener caretaker in 1917. He worked briefly as a maintenance and construction helper and as an animal license inspector in the Animal Regulation Department. His past 21 years have been spent working as a gardener caretaker in Elysian Park.



**LITTLE
PEDRO'S**

- COCKTAILS
- MEXICAN DINNERS
- STEAKS

901 E. 1st. St.
Los Angeles
MA 8-7839

THE OPINIONS OF EACH INDIVIDUAL WRITER IN THIS NEWSLETTER ARE NOT NECESSARILY THE OPINIONS OF LACECA.

Editor: Richard Garcia Carrizosa

Editorial Cartoonist: Gus Salazar

Para Servirle a Usted

News From the Personnel Department

Job Development Program For Emergency Employment Act Participants

As part of the City's commitment to place EEA participants in unsubsidized positions, an Employment Opportunities Division task force, in cooperation with operating departments, is making every effort to retain EEA participants in City service. However, in view of the size of the City's program (more than 1,550 participants not counting those employed by the City's sub-agents), the task force has also developed a means of outplacing participants.

Responsibility has been assigned to the task force to develop jobs in other public agencies and to contact other employers, manpower development agencies, and community action groups to locate organizations willing to hire the City's EEA participants to fill jobs which they are otherwise unable to fill. Community support for our efforts has been good, with many organizations agreeing to help with the City's out-placement problem.

Training and Counseling Activities

The Management-Employee Relations Division is continuing with its interview training program for Personnel Aides and Junior Administrative Assistants. Each course provides twelve classroom hours of instruction in interviewing techniques. Special emphasis is placed on how the Civil Rights Act of 1964 (as amended) and the Equal Employment Opportunities Commission and Fair Employment Practices Commission Guidelines relate to the pre-employment interview.

Jobs for the Handicapped

In keeping with the Mayor's instructions to operating departments and in conjunction with the Mayor's Committee on Employment of the Handicapped, the Personnel Department is currently developing an improved program to better employ the handicapped. Earlier identification of handicapped applicants in the employee selection process is a key objective so that more effective counseling and placement assistance can be provided. Special medical examinations emphasizing minimum physical requirements and a reporting procedure that will permit a continuing evaluation of the City's success in recruiting, hiring and retaining qualified handicapped individuals are also planned.

LOS ANGELES CITY EMPLOYEES CHICANO ASSN.

SECOND ANNUAL CHRISTMAS DANCE

SATURDAY Dec. 9, 1972
TIME 8:00 pm To 1:30 AM.

PLACE GIGI HALL
3220 N. BROADWAY



FOR FURTHER
INFORMATION
CALL
CELSO MARTINEZ
AT 485-4565

DONATION — \$3.00 PER PERSON