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LACECA P. O. BOX 541 L. A. 90053

CITY COUNCIL COMMENDS LACECA, VALDEZ -- See story below

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COUNCIL COMMENDS LACECA, VALDEZ

Just 3 months after receiving a commendation from Mayor Sam Yorty "for meritorious service performed for betterment of City employees and the community", LACECA was further honored on Friday, June 22nd, by having a Resolution passed by the City Council commending it "for its many efforts on behalf of the City". In addition, President Ernie Valdez was commended "for his outstanding leadership".

The Resolution in its entirety is printed below:

CITY OF LOS ANGELES
RESOLUTION

WHEREAS, the LOS ANGELES CITY EMPLOYEES CHICANO ASSOCIATION has recently completed its second anniversary; and

WHEREAS, throughout its existence, LACECA has worked diligently to protect the interests of not only Chicanos but all City employees; and

WHEREAS, one of LACECA's many accomplishments is the preparation of an Affirmative Action Program for the City of Los Angeles which encompasses a plan to increase

minority employment in City service and to stimulate the development of minority business enterprise in the City; and

WHEREAS, LACECA has been involved in the Higher Education Incentive Program in order to assist Chicano students in the community; and

WHEREAS, LACECA was successful in achieving City approval of time off without loss of pay to representatives of minority organizations for the purpose of solving minority related problems; and

WHEREAS, LACECA was extremely active in the effort to send supplies to the victims of the Managua, Nicaragua earthquake and also helped raise over \$1,200 for the Nicaraguan Relief Fund; and

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WHEREAS, LACECA was instrumental in having the City Council adopt the Bilingual Skills Ordinance that provides for the compensation to employees using a second language in the regular course of their duties:

NOW, THEREFORE, BE IT RESOLVED that the Los Angeles City Council commends the LOS ANGELES CITY EMPLOYEES CHICANO ASSOCIATION for its many efforts on behalf of the City and wishes the Association continued success in their future endeavors; and

BE IT FURTHER RESOLVED that the Los Angeles City Council commends ERNEST VALDEZ, President of LACECA, for his outstanding leadership during the first two years of the Association's existence."

Presented by _____
Edmund D. Edelman
Councilman, 5th Dist.

Seconded by _____
Billy G. Mills
Councilman, 8th Dist.

John S. Gibson, Jr.
Councilman, 15th
District

#

AFFIRMATIVE ACTION PLAN FOR CITY
by Sam Sperling, Chairman
Special Programs Committee

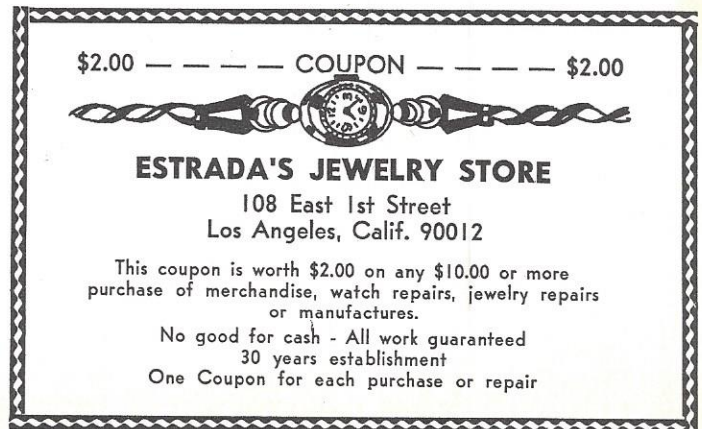
On Friday, June 8, 1973, the Los Angeles City Board of Civil Service Commissioners adopted a comprehensive Affirmative Action Plan to increase the employment

of minorities and women at all levels of the City's work force. The Plan will now be sent to the Mayor, who is expected to issue an Executive Order for its implementation in every City department.

The approved Affirmative Action Plan provides for an annual work force analysis to identify those occupational categories and those departments in which women and minorities are underrepresented. Then, based on these annual analyses, goals and timetables will be established to correct any imbalances which have been discovered.

The Plan also calls for the establishment of Affirmative Action Programs in recruitment, selection, and training. For example, it provides for a variety of on-going recruitment activities in minority communities; it calls for the increased use of women and minorities on interview boards; and it requires the validation of all tests and other requirements for employment in those classes in which minorities and/or women are found to be underrepresented. The Plan also requires the City to provide training, both to help minorities and women prepare for advancement and to acquaint supervisory/managerial personnel with their Affirmative Action obligations.

To LACECA, adoption of the Affirmative Action Plan marks the end of a two-year struggle. The



following chronology highlights this struggle:

*June 22, 1971--LACECA's Affirmative Action Committee met with the General Manager of the Personnel Department to discuss the problems which minority employees have in the City Service. Following this meeting, LACECA decided to prepare an Affirmative Action Proposal for submission to the City Council.

*September 22, 1971--LACECA's Board of Directors presented the Association's Affirmative Action Proposal to Councilman Billy G. Mills, Chairman of the Council's Special Committee on Equal Opportunities.

*November 10, 1971--The Special Committee considered LACECA's Proposal. After lengthy discussion, the Committee voted to bring the proposal before the full Council for disposition.

*February 8, 1972--Representatives of LACECA met with Civil Service Commissioner Augustine Garcia and Personnel Department General Manager Muriel Morse to discuss the establishment of an Affirmative Action task force.

*June 16, 1972--The Civil Service Commission approved an Agreement providing for the establishment of an Advisory Affirmative Action Committee. This agreement required the Personnel Department to work with LACECA and with the

Los Angeles City Employees Asian American Association and the Association of Black Personnel in City Government in developing an Affirmative Action plan for the City of Los Angeles.

*August 8, 1972--The City Council approved the Agreement providing for the establishment of an Advisory Affirmative Action Committee. The next day, the Council directed that women, as well as minorities, be included in the City's Affirmative Action efforts.

*June 8, 1973--After two years of working, talking, and negotiating, LACECA's efforts were rewarded. The Civil Service Commission adopted the Affirmative Action Plan described in this article.

While LACECA should be relieved that this two-year struggle is over, we must all recognize that a new, perhaps more difficult, struggle is just beginning. The Affirmative Action Plan which has now been adopted is only a tool, to correct the gross injustices which have flawed employment in the City service. And this tool will only be as effective as the persons who use it.

Let us, therefore, work together to see that the Affirmative Action Plan is quickly translated into Affirmative Action.

#

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----- cut here -----

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(Make checks payable to: LACECA) (Dues = \$1.00 per month)

(Members wishing a copy of the City's Affirmative Action Plan may request one from Richard Carrizosa, telephone 485-4563.)

#

AFFIRMATIVE ACTION IN THE BUREAU OF ENGINEERING

On May 23, 1973, about two weeks before the Civil Service Commission adopted its Affirmative Action Plan, City Engineer Donald C. Tillman sent a memorandum to Bureau of Engineering management informing them of the establishment of a Minority Affairs Committee (MAC) "to provide a more ready communication liaison with our minority employees".

MAC has an initial composition of five employees of the Bureau of Engineering.--One each from LACECA and the Asian and Black associations, and the other two selected by Mr. Tillman. (Rod Garcia, a Structural Associate in the Bridge and Structural Design Division, is LACECA's representative.) Each member has voting rights and will serve for one year, except that the chairman shall serve one additional year.

The Committee was formed basically to consider minority affairs, Affirmative Action plans, grievances, or suggestions for change and to recommend a course of action to Bureau management. One of the initial goals of MAC will be to obtain a statistical base of ethnic or racial population in the Bureau and the City



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Jim Hogan

from which an Affirmative Action plan might be implemented.

President Ernie Valdez, in a letter to Mr. Tillman, commended him on his "foresighted action" and his "concern...for fair and equal employment for all employees in the Bureau of Engineering."

#

ELECTION RESULTS

The membership attendance at our June 12th meeting was considerably better than in the past few months. We don't know whether it was because of our elections of officers or of our having the very interesting Attorney Herman Sillas as guest speaker. Whatever the reason, it was a welcome sight.

The new Executive Board members elected June 12th are:


- Ernest Valdez--President
- Miguel Alvarez--1st Vice Pres.
- Gilbert Flores--2nd Vice Pres.
- Richard Carrizosa--Executive Sec.
- Frances Carmona--Recording Sec.
- William Peña--Treasurer

The appointments of new committee chairmen are being delayed until Valdez is back from sick leave. Meanwhile, the present chairmen have been asked to resume their duties until told otherwise.

Congratulations to the new officers.

#

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INSTALLATION OF OFFICERS BANQUET

LACECA's 3rd annual Installation of Officers Banquet will be held on July 7th at the new Montebello Country Club, 901 Via San Clemente in Montebello.


Phil Montez, Western Director of the U. S. Commission on Civil Rights, will be Master of Ceremonies; and the Honorable Leopoldo H. Sanchez, Los Angeles Superior Court Judge, will administer the oaths of office.

Celso Martinez, Chairman, and his Ways and Means Committee have planned a very impressive night for the banquet, as can be seen from the following schedule:

- 6:30 - 8:00 p.m. -- Cocktail hour
- 8:00 p.m. -- Steak dinner will be served
- 8:30 - 9:30 p.m. -- Installation ceremony
- 9:30 p.m. - 1:30 a.m. -- Dance with music by Manny Lopez & Orchestra

The \$10.00 per ticket donation covers the dinner and dance. (There will be 8 seated at each table, and you may request a table preference--numbered 1 thru 70.)

Tickets are now available from Celso (485-4565) or from Frankie



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Olvera Street Plaza

5. Cindy Nava
6. CiCi Vasquez
7. Beatrice Chavez
8. Mary Ellen Cole
9. Ray Varela

Congratulations on a job well done. The members above will be receiving a prize as part of this drive competition.

We hope that all members will continue to inform other City employees of the need for more membership and participation and will continue to recruit more members.

Carmona (485-3315). The number of tickets available are limited, so invite your family and compadres and order as soon as possible.

(Please post the attached flyer on Banquet in your work area.)

MEMBERSHIP COMMITTEE REPORT

by Rod Garcia, Chairman

LACECA has doubled its membership since June of last year and this great accomplishment can only be accredited to all the hard-working members of my Membership Committee.

I would like to thank everyone who participated in recruiting new members and especially the following Committee members:

- | | |
|-------------------|------------------|
| Frances Clark | Celso Martinez |
| (Co-chairman) | Virginia Miranda |
| Bea Chavez | Cindy Nava |
| George Esquer | Dorothy Perez |
| Mary Godoy | Margie Sone |
| Lorenzo Gonzales | Juan Terronez |
| Richard Jaramillo | Richard Wilson |
| John Maez | Margie Zavala |

Margie Sone and Richard Wilson are no longer with the City, but thank you wherever you are.

1973 LACECA MEMBERSHIP DRIVE

by Rod Garcia

The participants of our membership drive are listed below in order of their success:


1. Enrique Colorado
2. Frances Clark
3. Beatrice Duron
4. Victor Jimenez

COUNTY FIRE DEPARTMENT
MUST HIRE 40% MINORITIES

On June 8th, U. S. District Judge William P. Gray ruled that the L. A. County Fire Department's hirings within the next year must include 20% Chicanos and 20% Blacks. A class-action suit against the Department charged that it only had 41 Chicanos and 9 Blacks out of a total work force of 1900!

"The Court recognizes that Caucasians will be discriminated against as a result of any hiring quota that might be imposed," said the Judge. "To do this has been held to be all right to eliminate the effect of past discrimination."

(The L. A. City Fire Department has been similarly charged with ethnic discrimination by the U. S.



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Justice Department; and City officials (including Mayor Sam Yorty, City Attorney Roger Arnebergh, most of our councilmen, and Personnel Department General Manager Muriel Morse) have refused to accept a consent decree offered by the U. S. department. This matter will also be settled in the courts.)

#

NUESTROS COMPANEROS
by Frances Clark

Gilbert Flores was born on December 18, 1942 at the old White Memorial Hospital in Los Angeles. He attended Malabar Grammar, Mary Miller Jr. High and graduated from El Rancho High where he was a football and track star, setting several hurdle records. Gil then went to Mt. San Antonio College and then into the U. S. Army where he was sent to Germany. In a little town called Erlangen, Gil met and married a girl named Roswitha. After getting out of the Army, Gil attended Cal Poly Pomona majoring in Landscape Architecture and graduating with a B.S. in Environmental Design in 1970. Gil is now working on his master's in Urban Planning at Pepperdine and will graduate in July.

For two years Gil was a playground director in Pico Rivera. He was also a Landscape Architect, Landscape Draftsman and Assistant Planner.



Club El Dorado
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Los Angeles, Calif.
90033

Cocktail Lounge

Where LACECA members go
for Refreshments and Relaxation

In October, 1970, Gil came to work for the City at the Van Nuys City Hall in the Bureau of Engineering as a Landscape Architect Assistant. In March of this year, he became a Human Relations Advisor for the San Fernando Valley

Gil lives in Canoga Park with his wife, daughter and son. He is active in his community in organizations such as the San Fernando Valley Beautiful.

Since joining LACECA, Gil has been Chairman of our By-Laws Committee and worked on our incorporation. As of July 1st, he will be our 2nd Vice President.

Gil's hobbies are sports and hunting. He is on the Brucie's (?) Raiders City Employees basketball team and on the East Valley District Bureau of Engineering volleyball team. How Gil finds time for all his activities is hard to understand, but we are glad he finds time for LACECA.

#

BIENVENIDOS

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

- Eduardo Acosta--Library
- E. Andrade--Public Buildings
- C. Arteche--Public Buildings
- Jaime Campos--non-City employee
- Maria Campos--L.A. City Schools
- John De La Rosa--
- Ralph Hidalgo--Public Bldgs.
- Pedro Leon--Public Buildings
- Dorothy Leyva--Water & Power
- Apolonio Leyva--non-City emp.
- Thomas Rodriguez--Public Bldgs.
- Rogelio Salinas--Public Bldgs.



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PERSONAL

Our President Ernest Valdez is recuperating from his May 28th eye operation. Although his physical self is doing a little catching up on rest (except for his weekend jaunts up to clean his lots in 90 degree outdoor temperatures), he is still mentally active in working for LACECA making phone calls, meeting with our officers, etc.

Miguel Alvarez, First Vice President, is doing a very good job of filling in for Ernie.

* * *

Congratulations to LACECA member Bertha Manos, who was elected Chairman of the Los Angeles chapter of IMAGE, Incorporated Mexican American Government Employees, on June 20th.

* * *

Congratulations also to former LACECA member Maria Elena Amparan on being appointed to serve on the Greater Los Angeles Community Action Agency (formerly the E.Y. O.A.) board of directors by the L. A. County Board of Supervisors.

#

NEW COUNTY CHICANO ASSN. OFFICERS

Congratulations to the following officers of the L. A. County Chicano Employees Assn. who were elected on June 7th:

- Ralph Lopez--President
- Reginaldo Salazar--1st V. P.
- Carol Jacquez Hunt--2nd V. P.
- Manuel Contreras--Treasurer
- Aurora Stockdale--Recording Sec.
- Anna Maria Larios--Corresponding Sec.

#

MORE THAN 2000 CITIES AND TOWNS IN THE U. S. HAVE SPANISH NAMES; AT LEAST 400 IN CALIFORNIA, 250 EACH IN TEXAS AND NEW MEXICO, AND 100 EACH IN COLORADO AND ARIZONA.

#

BETWEEN 1840-1859 AFTER THE ANNEXATION OF TEXAS, ALL MEXICAN-OWNED GRANTS SAVE ONE IN NUECES COUNTY PASSED INTO ANGLO HANDS.

BILINGUAL COURTS BILL

by Congressman Edward R. Roybal
Honorary LACECA Member

I have introduced H. R. 7723, the Bilingual Courts bill, to provide for simultaneous translation of federal courtroom proceedings involving non-English speaking Americans. It represents a necessary first step toward insuring that non-English speaking minorities will be able to fully participate in the judicial process.

The bill provides that bilingual judicial districts be established where at least five percent or 50,000 of the district's residents do not speak or comprehend English with adequate facility. Qualified interpreters would be available to the court whenever such services were needed. A schedule of reasonable fees for interpreters and translation equipment and facilities would also be provided. In cases involving low income persons, the government would bear the cost of the services.

A report of the Civil Rights Commission in 1970, entitled "Mexican Americans and the Administration of Justice in the Southwest", concluded that the language barrier and cultural differences of the Spanish speaking have severely handicapped the exercise of their rights at every stage of the legal judicial process--at the arrest stage, at the time of trial and when seeking parole.

While State and Federal statutes provide the non-English speaking with some services, most are inadequate, often leaving the decision on whether services will be provided to the complete discretion of the trial judge. It is now time for the Federal government to insure every individual--whether he suffers from a financial or a linguistic handicap--equal access to the fairest trial possible under

our judicial system. The bilingual courts bill will be a first step in achieving the goal of equal access to the judicial system.

#

BILINGUAL SERVICES ACT

A measure, known as the Dymally-Alatorre Bilingual Services Act, has been introduced to require state and local agencies which serve "a substantial number" of non-English speaking persons to employ qualified bilingual personnel in public contact positions.

The proposal has so far been approved by a 42 to 0 vote in the State Assembly and by the Senate Governmental Organization Committee.

Assemblyman Richard Alatorre, who introduced the bill, said:

"It's time to make government services available to all the people who live, work and pay taxes in our State. The State's concern should be to see that its services are available to all its citizens. The fact that the person doesn't understand or speak English is irrelevant."

#

ESTEBAN TORRES TO ADDRESS LACECA

Bill Peña, Chairman of our Programs Coordination Committee, has announced that he has scheduled Mr. Esteban Torres as guest speaker for our July 10 meeting. Torres is currently Executive Director of The East Los Angeles Community Union (TELACU), a Community Development

Corporation which has initiated many social and economic actions in the predominantly Chicano community of East L. A.

He was born in Miami, Arizona, and attended local schools in the Los Angeles area, graduating from Garfield High School and attending East L. A. College and Cal. State at Los Angeles. He speaks English, Spanish, German and Portuguese.

Many of our members might remember Torres best because of his recent work in trying to get the East Los Angeles area incorporated.

He also currently serves on 22 boards or commissions, including.

- ** East-Central Welfare Planning Council--Board member
- ** Greater L.A. Urban Coalition--Board member
- ** L.A. County Manpower Assn.--Vice-President
- ** L.A. County Affirmative Action Task Force--Board member
- ** Mexican American Education Commission--Commissioner
- ** Plaza de la Raza Cultural Center--President
- ** Univ. of Calif. at Los Angeles School of Architecture and Urban Planning--Member, Board of Visitors

The membership is urged to take advantage of our having Esteban at our July 10 meeting. His expertise in dealing with affairs of the Chicano community should be very informational.

July 10
6:30 p.m.
THE INTERNATIONAL INSTITUTE
435 SOUTH BOYLE AVENUE

* * * * *
 LACECA LAS NUEVAS LACECA
 * * * * *
 July, 1973 *
 * Editor: Richard Garcia Carrizosa *
 485-4563 *
 * Editorial Cartoonist: Gus Salazar *
 485-2957 *
 * (For extra copies of Las Nuevas, call Americo Garza *
 Communications Committee Chairman, 485-4557) *
 * * * * *

PARA SERVILE A USTED

NEWS FROM THE PERSONNEL DEPARTMENT

JUNIOR ADMINISTRATIVE ASSISTANT TRAINING CLASS

In June the Personnel Department began its annual Junior Administrative Assistant Training Program. This year a total of 23% of those in the Program are minorities while 32% are women.

This training program gives new professional employees a chance to attend City Council, Civil Service Commission, and the Board of Grants Administration meetings. To familiarize Junior Administrative Assistants with personnel procedures, rules, and policies, classroom training is also offered. In addition, class lectures are given on the City Charter, the functions of the City Administrative Office, City budgeting principles, and the City's labor relations program.

This year is the first time a lecture on Equal Employment Opportunity and the Affirmative Action Plan adopted by the Civil Service Commission have been included in the training program. The lecture describes the City's commitment to a policy of Equal Employment Opportunity, operating department responsibilities under the Affirmative Action Plan, and the Plan's implications for each City employee.

LOS ANGELES CITY EMPLOYEES CHICANO ASSOCIATION

L A C E C A

THIRD ANNUAL INSTALLATION OF OFFICERS BANQUET

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COCKTAIL HOUR 6:30 - 8:00 PM.

DINNER INSTALLATION 8:00 - 9:30 PM

DANCE 9:30 PM TO 1:30 A.M.

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ESTEBAN TORRES

EXECUTIVE DIRECTOR OF THE EAST
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(TELACU)

GUEST SPEAKER FOR
THE JULY 10TH MEETING

6:30 P. M.

THE LOS ANGELES INTERNATIONAL INSTITUTE
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BOARD MEMBER GREATER LOS ANGELES
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BOARD MEMBER, L.A. COUNTY AFFIRMATIVE
ACTION TASK FORCE

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COMMISSIONER, MEXICAN-AMERICAN EDUCATION
COMMISSION

