

VOL. II EDITION NO. 11 MARCH, 1973
LACECA P. O. BOX 541 L. A. 90053

LACECA MEMBERSHIP DRIVE CONTEST

by Rodrigo Garcia
Chairman, Membership Committee

The Los Angeles City Employees Chicano Association is holding a Membership Drive Contest in order to increase our membership throughout the City.

Prizes of \$25 (1st), \$20 (2nd), and \$15 (3rd) will be given to the top three Recruiters.

Following are the Rules governing this contest:

1) Each recruiting contestant is to register with one of the following officials who will give them special forms for the contest:

1. Frances Clark
City Hall South, Rm. G-1
485-5656
2. Cindy Nava
City Hall East, Rm. 650
485-3087
3. Bea Chavez
City Hall, Rm. 460
485-3055
4. Rod Garcia
City Hall East, Rm. 600
485-4559
5. Virginia Miranda
City Hall, Rm. M-35
485-3353

2) Contestants must be members of LACECA (new members who join

during the contest are eligible).

3) In order to qualify for the prizes, all contestants must recruit a minimum of five (5) applicants.

4) In case of a tie, the earliest dated application submitted to one of the officials by the applicants will determine the winner.

5) The Contest will begin on March 1, 1973 and end May 1, 1973 at 4:00 p.m.

6) Winners of the Contest will be announced at our Cinco de Mayo Dance on May 5th, 1973.

--GET STARTED TODAY--

#

LACECA ON AFFIRMATIVE ACTION

by Sam Sperling
Chairman, Special Programs Comm.

Last December Las Nuevas initiated a series of articles about the City's Affirmative Action obligations. The first article in this series outlined the obligations which derive from the

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City's role as an employer. Subsequent articles described the obligations inherent in those activities which involve banking the City's money and awarding contracts for the City's construction work. This month's article explores the City's Affirmative Action obligations related to the provision of municipal services.

PART IV
Affirmative Action in Providing City Services

About a year ago, the Fifth United States Circuit Court of Appeals handed down a decision which may reinforce LACECA's effort to establish a full-blown Affirmative Action Program at City Hall. The case before the Court was a class action against the town of Shaw, Mississippi. Shaw is a small town in the Mississippi Delta with a population of approximately 2,500 -- 1,000 Anglo and 1,500 Black residents.


The Black residents of Shaw complained of disparities in the provision of certain municipal services. They pointed out that 98% of all the homes on unpaved streets in Shaw were occupied by Blacks; that 97% of all the homes on unpaved streets in Shaw were occupied by Blacks; that 97% of all the homes not serviced by sanitary sewers were occupied by Blacks; and that all the town's new mercury vapor street lights had been installed in Anglo neighborhoods. When these alleged disparities were confirmed by careful investigation, the Court, basing its decision on the Fourteenth Amendment to the United

States Constitution, ordered Shaw to provide equal services to all its residents. Thus, Shaw must take Affirmative Action to bring services in its Black community up to par with services in its Anglo community.

The significance of this landmark decision is obvious. The United States Constitution applies to the City of Los Angeles as well as to the town of Shaw. But does Los Angeles, in providing City services, comply with the equal protection provision of the Fourteenth Amendment? Are recreational facilities in Lincoln Heights equal to those in Westchester? Are obsolete library facilities distributed equally throughout the City?--Or, are they concentrated in the East/Northeast and in the South/Central areas? Do the City's minority communities get police and fire protection equal to the protection given communities in the San Fernando Valley? And what about street cleaning services, street repair activities, and the maintenance of parkways and sidewalks?--Are they equal all over town? Are abandoned cars removed as expeditiously in El Sereno as they are in Pacific Palisades? Are Building Code provisions enforced as stringently on slum landlords who live in Beverly Hills or New York as they are on occupant owners in Watts or Boyle Heights?

Unfortunately, LACECA doesn't have the necessary resources to seek our own independent answers

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to these questions. Nevertheless, we believe a comprehensive investigation must be made to determine whether municipal services are provided equally to all the City's communities. We are, therefore, delighted to report that Councilman Arthur K. Snyder introduced to the City Council on February 26, 1973, a resolution calling for such a study (printed below). We shall await the results of this study with more than a little interest.

(Next month: Affirmative Action in Political Representation.)

#


RESOLUTION

WHEREAS, The Fifth United States Circuit Court of Appeals has ordered the town of Shaw, Mississippi to provide equal services to all its residents; and

WHEREAS, the Court based its decision on the Equal Protection Provision of the Fourteenth Amendment to the United States Constitution; and

WHEREAS, this landmark decision could have far-reaching implications for the provision of municipal services by the City of Los Angeles,

NOW, THEREFORE, BE IT RESOLVED, that the City Administrative Officer be instructed to undertake a comprehensive investiga-



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tion to determine whether the minority communities in Los Angeles do, in fact, get the equal City services to which they are entitled under the Fourteenth Amendment.

PRESENTED BY

ARTHUR K. SNYDER
Councilman, 14th Dist.

#

LACECA 2ND ANNIVERSARY


March 10 will mark the second anniversary of LACECA's formation. On that date two years ago, 12 City Chicano employees met in a conference room of the State Building and came to the conclusion that racial discrimination does indeed exist in the City service and that the only way of facing it would be through a united effort.

Invited guests were Ross Valencia of Assemblyman Alex P. Garcia's office and several members of the L. A. County Chicano Employees Association.

The following were nominated and unanimously elected in interim capacities: Americo Garza--President; Miguel Alvarez--Secretary; Ernest Valdez--By-Laws Committee Chairman; Pete Ortiz--Name Comm. Chairman; and Nemesio Fernandez--Membership Comm. Chairman.

LACECA has been involved with many programs and activities in these past two years; and a chronological listing of all our major efforts has been compiled as a matter of record. Copies of this list are available upon request from Richard Carrizosa, 485-4563.

#



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OUTLOOK FOR BILINGUAL
SKILLS ORDINANCE GOOD

As reported last month, LACECA officials are working in conjunction with Councilman Arthur Snyder in proposing a bilingual skills ordinance to the City Council. The basic purpose of this ordinance will be to compensate qualified City employees who use a second language in their regular services of employment.

On January 22nd and 30th, LACECA held meetings with City and community organizations in Snyder's office to explain our proposal and to ask for support. The results were tremendously satisfying.--The following individuals representing their various organizations were 100% behind us and the unanimous feeling was that this program is long overdue: David Kabashima, Los Angeles City Employees Asian American Association; Thomas Lippert, Librarians' Guild Local 2626; Ross Valencia, Assemblyman Alex P. Garcia's office; Cecilia Sandoval, Office of Latin American Affairs (Public Works); Bob Navarro, L. A. Police Department; Frank Lopez, Plaza de la Raza; Martin Samaniego, Incorporated Mexican American Government Employees; Americo Garza, Engineers and Architects Assn.; Richard Smith, ACEA/AFSCME; Bob Bojorquez, Local 347; Ygnacio Alva, Association of Methods and Standards Technicians; Ray Griffin, Oscar Joel Bryant Assn.; and Bill Schmidt, L. A. Fire and Police Protective League, Police Chapter.

On Tuesday, February 20th, Councilman Snyder, President Ernie Valdez, and Bill Nuanes, Chairman of the Education and Labor Committee (which is working on this ordinance on behalf of LACECA), appeared before the Council's Personnel Committee to present our proposal. The Committee, composed of Councilmen Mills, Gibson and Edelman, passed a motion to send the proposal to the City Administrative Officer for further study. The ordinance will come before the Committee again on March 7th.

#

THANKS TO OUR ADVERTISERS
AND
A PLEA TO OUR MEMBERS

We wish to thank our advertisers in Las Nuevas for their financial support in helping to get this newsletter out to the membership.

Again, we are reminding our members that the reason we had to go to advertising in the first place is because you aren't paying your dues!

-Editor-

There are still many members who have not paid their 1972 dues, let alone their 1973 dues. This is not fair to the few members who bear the major portion of the costs of our monthly newsletter and other expenses that are required to keep LACECA active in our fight for fairness and equality.

Please phone me at 485-4563 to

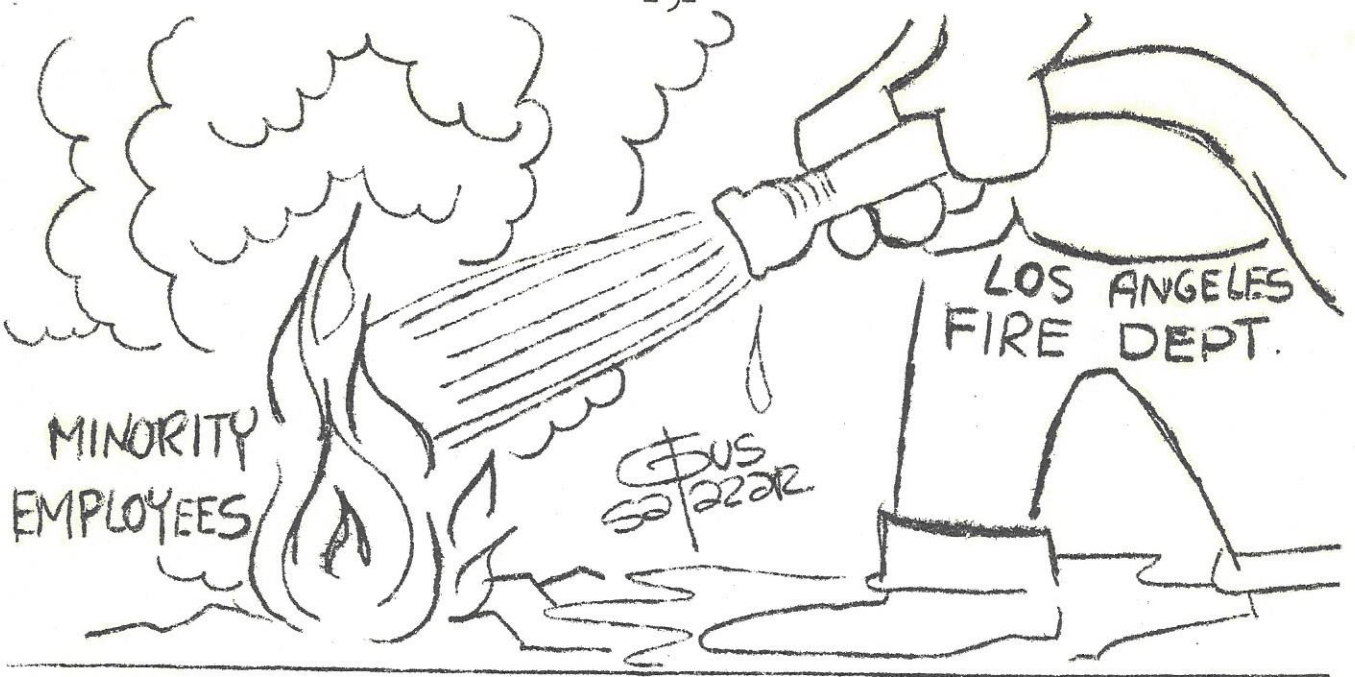
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1973

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P. O. Box 541, M. O.
L. A., Calif. 90053

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find out how much you're delinquent, and then mail in your dues payment with the form on the preceding page.

Muchisimas gracias.

Su Tesorero,
Jorge Esquer

#

U. S. SUES L. A. FIRE DEPARTMENT

The U. S. Department of Justice has formally charged our City's Fire Department with violating the 1964 Civil Rights Act. This action resulted from studies which show that the Department discriminates in the hiring of minorities.

Councilman Billy G. Mills, in a February 20 article in the L. A. Times, pointed out that "the number of Blacks entering the Fire Department has been steadily decreasing in the past quarter century: Whereas 14 Black firemen were hired in 1946 and 1947, only 18 were accepted in the entire period of 1948-53." It was further pointed out that only 12 of 2,435 firemen hired between 1954 and 1964 were Black!

Although Mills' article referred only to Blacks, the same

statistics are probably just as true and disgusting as far as Chicanos are concerned.

Mills cited the following interrelated policies as being responsible for the decline in manpower of Black firemen:

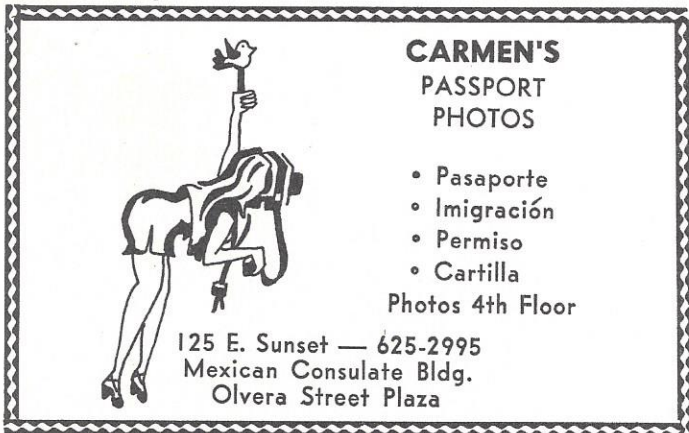
(1) "The City, primarily through its Fire and Personnel Departments, maintained an openly segregated fire-fighting force from the early 1900's to the middle 1950's.

(2) Even after integration was ordered, Anglo firemen carried on a campaign of hate, harassment and punishment against Black firemen and their sympathizers. The Department's hateful reputation lingers in the Black community, discouraging applications.

(3) The City has not, until very recently, conducted recruitment efforts to counterbalance the effects of segregation and hate."

The matter is now in the hands of the courts. Perhaps "reverse discrimination" (the term that causes Anglos to finally open their eyes and realize the unfairness of it all) is the answer.

#



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MEETINGS NOT ALLOWED

The series of lectures on "Equal Employment and Affirmative Action", which were to be held as reported in last month's Las Nuevas at the Department of Water and Power, have been called off. These talks were to have been presented by the mayoral candidates, but they were not allowed because Water and Power heads interpreted them as being "political" and, therefore, not acceptable.

However, it was agreed that a representative of the Department will make a presentation on the subjects above on Tuesday, February 27th from 11:30 a.m. to 12:30 p.m., in the Auditorium of the Water and Power General Office Bldg., 111 North Hope Street.

All City Employees are invited to attend.

#

SUPPORT YOUR CHOICE!

Las Nuevas reported last month that 3 mayoral candidates would speak at our February 13 meeting; however, in a surprisingly, pleasant outcome, a total of 2 candidates appeared and spoke! In addition, Councilman Robert Stevenson made an appearance. He is running for reelection to the 13th District.

Besides the expected interesting presentations by the major candidates, the membership was very much impressed by the two minority runners--Olga Rodriguez and Melbour Watson.

In a word, the night was Beautiful! We hope you weren't one of

the ones who missed it.

Because of the highly unlikely possibility of a formal LACECA endorsement for the April Primary, we are offering the membership the following list of candidates who spoke at our last meeting and their campaign headquarter addresses. (Although Sam Yorty did not appear at this meeting, his name is listed below as a gesture of courtesy for his being our guest speaker last June.) Make your own choice, and support your candidate.

(Listed in order of appearance.)

1. JESS UNRUH
1060 Wilshire Blvd.
L. A. 90017
482-3450
2. JOEL WACHS
12408 Ventura Blvd.
Studio City 91604
985-8232
3. THOMAS BRADLEY
5615 Wilshire Blvd.
L. A. 90036
937-8320
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7. MELBOUR WATSON

2798 Woodwardia Dr.
L. A. 474-5473

8. OLGA RODRIGUEZ

1107½ No. Western Ave.
L. A. 90029
461-8131

9. JAMES WARE

1256 W. 7th Street
Mayfair Hotel, 2nd floor
L. A. 90017
483-4103

O. SAM YORTY

1250 No. Western Ave.
L. A. 90029
469-5121

#

BY-LAWS REVISION

LACECA's By-Laws have been going under a revision for the last few months, and the final product is now reaching its final stages prior to presentation to the membership for approval.

Gil Flores, Chairman of the By-Laws Committee, and Enrique Colorado, who is coordinating the revisions to go along with our application to the State for becoming an incorporated body, have chaired an ad hoc committee of five other Executive Board members to recommend revisions.

The Executive Board went over the preliminary proposal at a special Board meeting on February 21st and made a few minor revisions.

Copies of the final proposal will be available at our next meeting (March 13) and, in addition, copies will be sent to all members with the next edition of Las Nuevas.

The membership will vote for final approval or disapproval at our April 10 General Membership meeting.

#

CANALES GRIEVANCE CASE

As was reported in an earlier issue of Las Nuevas, LACECA member Servando Canales was requested to return to his job on June 17, 1972, after having been refused employment for 7 months by the Department of Water and Power.

Our Grievance Committee (chaired by Nemesio Fernandez) and officials supported Canales' grievance in which the Department's Aqueduct Division was charged with imposing poor and dangerous work conditions which caused a general deterioration of his health and, eventually, loss of his job.

Current status of this case is that Servando has been offered by the State Industrial Board a settlement of \$4,000, a perpetual medical care plan, and a 5-year opening clause which would give him a chance to reopen his case in the event that he is further troubled within five years.

Canales and Consumer Shield, Inc., which is also supporting him, have not accepted these terms and are going to pursue the matter further. The main point, Las Nuevas was told, is that Canales' lungs are worth more than \$4,000.

#

SOYEJIMA PROMOTION FINAL

The following letter from Mr. Frank Soyejima was received by President Valdez recently. The membership will remember that LACECA supported Mr. Soyejima's grievance case last June when the

Personnel Department and the Civil Service Commission attempted to by-pass him for the promotion by certifying from an Open List (outside of City service) instead of from the Promotional List, where he was No. 1.

"Dear Ernest:

I have finally cleared the probationary period and gained the permanent position of Building Mechanical Engineer.

I deeply appreciate your support, especially your very effective letter of June 28, 1972, to the Board of Civil Service Commissioners showing great concern for my case.

I have never felt a stronger tie with all the ethnic groups as I do today, and I am very happy to pledge my support and to participate in the activities for the advancements of the minorities in the City service.

I hope the close cooperation between LACECA and LACEAAA will continue.

Sincerely yours,
(s)
Frank H. Soyejima"

#

LACECA LOSES

Richard Wilson, who solicited most of the advertisements for Las Nuevas, has abandoned us and the City, gotten married, and moved to New York. We hope our loss is the Puerto Rican Movement's gain in New York.

Good luck, Richard.

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Where LACECA members go
for Refreshments and Relaxation

NUESTROS COMPAÑEROS
by Frances Clark

PATRICIO QUILES is a genuine native son of the Golden West. He was born right here in Los Angeles under the sign of Pisces on March 17, 1924. Pat graduated from John Marshall High School.

Pat met his wife Anita when his sister brought a friend home one day. They now live in Maywood with their four children: Claudia, Patty Rae, Edmund and Ruben.

Pat Quiles served in the Navy and was stationed at Miami. After surviving this hazardous tour of duty, he went to work for the City in the Department of Water and Power as an Electrical Mechanic's Helper on April 16, 1948. In July, 1952, he took a position in the Police Department's Motor Transport Division as a Mechanical Helper. From there he went on to Equipment Mechanic and Senior Equipment Mechanic. He is now an Automotive Foreman at the North Central Refuse Yard in charge of maintenance of the fleet.

Pat is very active politically. In fact, he says that he has no time left for hobbies and he is right. He was chairman of the Planning Commission and the Community Advisory Committee. He also organized the Jaycees in Maywood and in 1969 was the chairman of the Friendship Festival in Lincoln Park. His neighborhood is indeed fortunate to have him as a resident. LACECA is also fortunate to have such a knowledgeable man to head its

Political Committee. Although Pat leads a busy life, he is a willing worker and has found time to help out on such things as the Feria De La Raza at Cal State.

#

REMINDER

All LACECA members who experience any acts of discrimination, harassment and/or unfairness against them by their supervisors or by a City office are asked to write a complete circumstantial report--who, what, where, when, witnesses, why, how--and submit it to:

LACECA Corresponding Secretary
P. O. Box 541, M. O.
L. A., Calif. 90053

#

SOCIAL SECURITY DISABILITY BILL
by Congressman Edward R. Roybal
Honorary LACECA Member

Recently I introduced legislation to revise the requirements for social security disability benefits.

Present law requires an applicant for disability benefits to meet a requirement of "recent work". This means that an individual must have worked 20 of the past 40 quarters (5 of the past 10 years) in employment covered by social security.

This requirement has resulted

in the unjust exclusion of thousands of disabled persons who have ample proof of their disability but do not qualify under the "recent work" rule.

Most of these individuals fall into one of two categories. The first covers any person who, because of poor health, had only worked sporadically before becoming "permanently and totally disabled". The second covers anyone who had worked on a job not covered by social security before suffering total disability.

The bill would simply eliminate the requirement of "recent work". This change in the law was recommended by the 1971 Advisory Council on Social Security.

Originally, it was thought that the "recent work" rule would separate malingerers from legitimately disabled persons. Instead, this requirement has kept thousands of truly disabled people from receiving benefits. Medical procedures have now advanced to the state that such arbitrary rules are no longer needed to prevent false claims.

It is estimated that some 650 to 700 thousand additional people --disabled workers and dependents-- would qualify for benefits if the bill is enacted. A total of 2.9 million people, workers and dependents, now receive benefits.

#

PATRONIZE OUR ADVERTISERS!

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Rod Garcia, Chairman
Membership Committee
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News From the Personnel Department

SPECIAL RECRUITMENT EFFORTS FOR SPANISH SURNAMED LIBRARIANS

Special efforts to recruit members of ethnic minorities into City employment continue. An example is the recruitment campaign by the Personnel Department seeking Spanish-surnamed librarians to develop new library programs and services for the City's Spanish speaking communities. Letters are now being sent to Spanish-surnamed students enrolled in Southern California library schools and to librarians in the western states listed in the directory, "Spanish Speaking/Spanish Surnamed Librarians in the United States." Plans for the upcoming continuous examination (100% oral) include a provision for telephone interviews for candidates from outside the greater Los Angeles area. Campus interviews are planned for the Los Angeles area.

In addition to the specific recruitment effort for librarians, other City employment opportunities are called to the attention of ethnic minorities through local ethnic newspapers and through participation in the programs and activities of public schools, manpower development organizations, and community action groups serving minority communities.

CL:ls

AVILA TO ADDRESS LACECA

Guest speaker at our March 13 General Membership meeting will be Mr. Gilbert Avila, who is presently employed as Director of Personnel, Radio and Television for American Broadcasting Companies, Inc., Hollywood.

He is the past president and co-founder of NOSOTROS, an organization of Latinos in the entertainment industry. Prior to being promoted to the position of Director of Personnel, Mr. Avila's job was Equal Employment Administrator for the American Broadcasting Company television network.

Avila attended East Los Angeles College and the University of Southern California with a major in Business Administration. He holds a Bachelor of Laws degree (LLB) from California College of Law in Los Angeles.

He is the founder of the East Los Angeles Junior Chamber of Commerce, and is the past president of the Community Council for greater East Los Angeles, which was involved in the last incorporation attempt in East Los Angeles. He is a Captain in the U. S. Air Force Civil Air Patrol, and has recently been involved as a member of the Nicaraguan Relief Committee. He was recently appointed to serve as a member of the Los Angeles County Commission on Community Improvement which oversees the Department of Urban Affairs.

Our meeting will be held, as always, at the International Institute of Los Angeles, 435 So.

Boyle Avenue.

Everyone is invited to attend this meeting, which will begin at 6:30 p. m. Coffee and pan dulce will be served by the Financial and Social Committee.

#

THE ANCIENT INCA EMPIRE OF PERU

In some ways the Inca Empire of Peru was more remarkable than Mexico in the 1500's. Its ruler was a living god, descendant of the sun. His power was absolute for 2,500 miles along the towering range of the Andes from southern Colombia to central Chile. His capital, Cuzco, more than two miles above sea level, glittered with finely worked gold, the largest accumulation of gold in that age.

Peru was probably the world's best-governed country in the turbulent 1500's. Well-built roads threaded its great mountains, crossing precipitous gorges on suspension bridges. A message service of trained relay runners kept Cuzco in touch with all parts of the empire. Irrigation canals and other skilled engineering works such as agricultural terraces ensured plenty of food, and a nationwide social security system took care of the basic wants of individuals. The humblest Peruvian citizen had his duties and rights, paying taxes to the state in the form of his own labor and drawing on the state's reserves in time of need. In spite of some primitive aspects such as lack of a written language, Peru bore an astonishing resemblance to a modern welfare state. # # #

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

Editor: Richard Garcia Carrizosa

Editorial Cartoonist: Gus Salazar

(For extra copies of Las Nuevas, call Americo Garza, Communications Committee Chairman -- 485-4557)