

VOL. III EDITION NO. 1 MAY, 1973
 LACECA P. O. BOX 541 L. A. 90053

COUNCILMAN RUSSELL TO ADDRESS LACECA

Guest speaker for our May 8th general membership meeting will be Councilman Pat Russell, the second woman ever elected to serve the City in this capacity.

Some background information:

- * Born and educated in Portland, Oregon.
- * Received Bachelor of Arts Degree from the Univ. of Washington.
- * Former president of L.A. City and County Leagues of Women Voters
- * Board of Directors member of the L.A. Urban Coalition.
- * Member of the Southern Calif. Assn. of Governments.
- * Board member of the Mental Health Guild of Westchester.
- * Elected to the Council in December, 1969 and re-elected for a full term in April, 1971.
- * Chairman of the Council's Building and Safety Committee, serves as Vice-Chairman of the State, County and Federal Affairs Committee, and serves on the Charter and Administrative Code Committee.

All members, guests and visitors are urged to attend our May 8th meeting and avoid being caught in the sleepy, restful atmosphere of springtime. Our problems and our headaches don't rest with the warmer months, and neither must we.

With our elections coming up, now is the best time to look forward to a refreshed and even more

determined LACECA Board of Directors (see Elections article in this issue). Beat the heat and get involved yourself.

Our May 8th meeting will begin at 6:30 p.m. at the International Institute of Los Angeles, 435 So. Boyle Avenue. Bring a friend-- Bring your compadres.

#

LACECA ELECTIONS COMING UP


by Bob Gallegos
 Chairman, Elections Committee

The LACECA election of officers will be held at our June 12th meeting, and nominations by the membership may be made at our next meeting, May 8th.

The following offices will be open for elections: President, First Vice-President, Second Vice-President, Executive Secretary, Recording Secretary, and Treasurer.

Following is the election procedure:

1. May 8 Meeting--The Elections Committee will submit nominations for each office.
2. May 8 Meeting--The general membership may nominate candidates at this meeting. (Names after this date will have to be write-ins.)
3. A candidate may be nominated to more than one office but may only accept one if elected.
4. June 12 meeting--The general membership will vote for the six officer positions.
5. Only Regular Members joining



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More information will be published in subsequent issues of Las Nuevas.

#

BILINGUAL SKILLS ORDINANCE

Many City Chicano employees have been calling LACECA officials asking for more information on the Bilingual Skills Compensation Ordinance, which was proposed jointly by LACECA and Councilman Arthur Snyder, adopted by the Council (unanimously) on March 28, and signed into law by Mayor Yorty on March 29th.

Following is the passed ordinance as it was added to Article 13 of the Los Angeles Administrative Code and which may answer some questions:

"Sec. 4.83. Premium Pay for Persons Possessing Bilingual Skills

(a) Whenever the administrative head of any department, bureau or office determines that it is necessary or desirable that a position be filled by a person able to converse fluently in a language other than English, or speak, write, and interpret a language other than English, he shall transmit to the City Administrative Officer and the General Manager of the Personnel Department a written statement of the facts relating to the necessity or desirability to have such position filled by a person possessing such

at or before the May 8 Meeting will be eligible to vote.

- Absentee ballots will be counted separately. Absentee ballots may be obtained from any Election Committeeman (Bob Gallegos, 485-3063; Art Almeraz, 485-3099) between May 15 and June 11. The absentee ballots must be submitted to either one of the Committeemen by June 11, 6:30 p. m.
- All ballots (except absentee ballots) must be personally deposited into the election box by each voter.
- Ballots will be accepted until one hour past the scheduled beginning of the June 12 Election Meeting.
- The Elections Committee Chairman will announce the winners for each office at the June 12 meeting.
- In the event there is a tie in one or more of the offices, a special runoff election will be held at the June 12 meeting. Obviously, you must be present to vote.

#

INSTALLATION OF OFFICERS BANQUET

Preliminary plans are now being made for our 3rd Annual Installation of Officers Banquet.-- It will be held on July 7th at the fabulous 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.



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skills, and shall request authority to pay a premium to the person occupying such a position and possessing such bilingual skills. The General Manager of the Personnel Department shall review the duties and responsibilities of such position to ascertain the need for filling the position with persons having bilingual skills, and shall report thereon to the City Administrative Officer.

(b) If the City Administrative Officer finds that it is necessary or desirable that a position be filled by a person able to converse fluently in a language other than English, or speak, write, and interpret a language other than English, he shall approve payment of the bilingual premium provided by this section.

(c) After approval for the payment of a bilingual premium has been obtained, persons employed in such positions and certified as being qualified by the Personnel Department shall receive a bilingual premium of 2-3/4% of their salary or wages for duties requiring that they converse fluently in a language other than English, or of 5-1/2% of their salary or wages for duties requiring that they interpret and write a language other than English, in addition to conversing fluently in that language.

(d) After authorization for the payment of a bilingual premium has been obtained, the administrative head of the department shall certify to the Controller the



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name of any person eligible for a bilingual premium and the Personnel Department shall certify to the Controller that the employee has qualified under its standards of fluency and proficiency for said language."

(The second portion of the proposal is similar to that above, except that it provides for employees of the Fire and Police Departments.)

Although the ordinance has been passed, LACECA's work has just begun. Many questions and problems are anticipated, and the membership is assured that our officials will keep on top of the subject and keep you informed of any action on this matter.

Board of Directors members Miguel Alvarez and Bill Nuanes appeared on KCET-TV's (Channel 28) "Accion Chicano" show twice in March to talk about the Bilingual Skills Ordinance and reasons for LACECA's formation.

VALDEZ TO ADDRESS ENGINEERS

President Ernie Valdez has accepted an invitation to speak before a May 4th luncheon of the American Society of Civil Engineers. Also appearing as a guest speaker will be Mr. Benito A. Sinclair, past president of the Los Angeles Council of Black Professional Engineers.

Topic of the session will be "Minority Affairs", and the luncheon will be in the Crocker Building.

#



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LACECA CINCO DE MAYO DANCE

BY-LAWS ADOPTED

If you haven't obtained tickets yet for our May 5th Cinco de Mayo Dance, you better get to it! A full hall is expected and we don't want anyone feeling as if he lost out afterwards.

The Dance will be from 8:00 p. m. to 1:00 a.m. at Baces Hall, 1528 North Vermont (just north of Sunset Blvd.).

Music will be by the fabulous Counts, with interim Mexican music by El Duetto Laguna. Both groups played at our last Christmas Dance.

Celso Martinez, Chairman of the Financial and Social Committee, announced at the last two meetings that any member who sells 10 or more tickets to the Dance will automatically receive two free tickets for herself or himself!

If you're interested in buying or selling tickets, contact Celso at 485-4565, Frankie Carmona at 485-5751, Sergio Cabanillas at 485-5019, or Frances Clark at 485-5656.

Invite your compadres and fellow employees, and buy your tickets NOW!

#

The LACECA membership unanimously adopted the revised version of our By-Laws at our April 10 meeting.

Attorney J. B. Casas will take the LACECA incorporation papers to our May 1st Board of Directors meeting for signatures, and then send them, along with our By-Laws, to Sacramento for processing.

Our By-Laws Committee, chaired by Gil Flores, is responsible for having our By-Laws revised and up-dated.

#

BIENVENIDOS

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

- Graciano Aguilar--Fire Dept.
- Joe Ceballos--Model Cities
- Mary Ellen Cole--Water & Power
- Fernando Diaz--Water & Power
- Adolfo Duron--Recreation & Parks
- Frank Duron--Rec. & Parks
- Amando Flores--Model Cities
- Steve Gamez--Water & Power
- Arnold Garcia--Model Cities
- Fred Herrera--Water & Power

Victor Jimenez--Public Works
 Mario Leal--Library
 Art Luna--Model Cities
 Ronald Nelson--Accounting
 Ruben Ortiz--Public Buildings
 Fidel Perez--Public Bldgs.
 Paul Renteno--Model Cities
 # # #

LACECA ON AFFIRMATIVE ACTION

by Sam Sperling
 Chairman, Special Programs Comm.

Last December, Las Nuevas initiated a series of articles on the City's Affirmative Action obligations. The first article in this series outlined obligations related to the employment of minorities and women in the City service. Subsequent articles described the affirmative action obligations inherent in banking the City's money, awarding contracts for City construction work, and delivering municipal services. Last month's article suggested that the City has an obligation to increase minority representation in City government. The following article outlines what the City can (and therefore should) do to help minority vendors compete for City purchase orders.

PART VI

Affirmative Action in Purchasing
 Equipment and Supplies
 for City Departments

In fiscal Year 1971-72, the Los Angeles City Department of Supplies spent \$34,855,936 for purchases and rentals required for the operation of Council-controlled departments. This sizable expenditure paid for a staggering variety of items, including bird cages and truck tires, calculators and shotguns, hand towels and floor polish--as well as 4,000 other kinds of things. And while the Department of Supplies was disbursing nearly \$35 million, three independent

departments (Water & Power, Airports, and Harbor) were spending an additional \$65 million for an equally staggering variety of items. Thus, with a total yearly expenditure of around \$100 million for purchases and rentals, the City of Los Angeles serves a major market for several thousand local vendors. The question is how does the City's purchasing power affect vendors from the minority communities? Do City purchasing procedures stimulate--or do they stifle--the development of minority business enterprise?

In Los Angeles, supplies and equipment are purchased in accordance with the competitive bid procedure established in the City Charter. This procedure requires that purchase orders be placed with the "lowest and best regular responsible bidder." From the traditional point of view, the present procedure serves the public interest and serves it very well. Those who support it contend that the competitive bid procedure eliminates favoritism in City purchasing and assures that the City gets maximum value for its purchase dollar. But not everyone is satisfied with the competitive bid procedure. There are those who say this procedure discriminates against small businessmen, including small minority businessmen. These critics charge that the City's bid procedure serves to perpetuate the business gap between minority and majority business communities. They contend that the City, like the Federal Government, should have the capability of pumping procurement dollars into those areas which are economically disadvantaged.

LACECA is not prepared to recommend that the City's competitive bid procedure be abandoned. We do believe, however, that the public interest would be served if the City's purchasing power could be used to stimulate the

development of minority business enterprise. It is our view that such a procedure would increase minority employment and, thereby, reduce the need for public assistance programs. It would strengthen the tax base in the minority communities and, thereby, ease the tax burden on the rest of the City. We believe that a procedure which affords such substantial benefits to all the people deserves careful consideration. Accordingly, LACECA strongly supports a recommendation submitted last year by the California Association of Mexican-American Contractors and presently being studied by the Council's Charter and Administrative Code Committee which calls for the modernization of the City's competitive bid procedure.

In the meantime, we commend Mr. Warren Lintz, and the Department of Supplies which he heads, for a sincere effort to increase opportunities for minority vendors. We appreciate this effort.

#

PAY YOUR DUES!

(USE FORM BELOW)

LACECA MEMBERS OFFERED SPECIAL PLAN FOR TRIP TO MEXICO
by Frances Clark

A chartered plane trip to Mexico City for 5 days and 4 nights at the Hotel Reforma is being planned for August 3rd through the 7th. The cost will be about \$167. (If there is a rate increase granted to the airlines, it will be reflected.) This will include all meals on the plane, sightseeing in Mexico City and a welcome cocktail party.

Discounts of 15% on all optional land tours will also be given.

A \$50 deposit must be sent with reservations.

Call Frances Clark for more information at 485-5656.

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GENERAL
MEMBERSHIP
MEETING
TUESDAY, MAY 8
6:30 P.M.
NOMINATIONS
OF OFFICERS!

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FUTURE GUEST SPEAKERS

Bill Peña, Chairman of our Program Coordination Committee, has informed us that our next two guest speakers will tentatively be Ms. Lucielle Clark, KABC-TV (Channel 7) commentator, for June and Mr. Esteban Torres, Executive Director of The East Los Angeles Community Union (TELACU), for July.

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NUESTROS COMPAÑEROS
by Frances Clark

Gilberto Farias was born in East Los Angeles on January 8, 1937, under the sign of Capricorn. He attended First Street Grammar School and Hollenbeck Junior High, and in 1954 graduated from Roosevelt High School where he was very active in sports. Gil continued his education at East Los Angeles College and UCLA, majoring in Engineering.

Gil's interest in sports has not diminished with time. He still plays golf and baseball. Last season Gil was on the winning team "Los Viejos" which won the Los Angeles City Employees championship. As scorekeeper for Los Viejos, I can verify that "old chicken legs", as we affectionately call him, was a crucial part of the winning team. Gil is also very much involved with Little League where his son is following in his footsteps.

In addition to all the time spent in sports, Gil has time to devote to politics. He is the co-chairman to elect School Board members in Montebello.

Gil lives in Montebello with his wife Irene, his high school sweetheart whom he married, and their four children: Christine, Danny, Elizabeth and David.

Gil started with the City in 1955 as a Recreation Assistant. In 1956 he went to work for the Bureau of Engineering as an Assistant Draftsman, then Civil Engineering Draftsman and Senior C. E. Draftsman. He's now working in the Bureau of Assessments as an Estimator.

#

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


Rep. Edward R. Roybal today denounced an "apparent conspiracy being waged by the Teamsters Union and the California grape growers against the farm worker movement."

Roybal's statement came in response to growers' threats to sign "sweetheart contracts" with the Teamsters instead of renewing 1970 agreements with the United Farm Workers, AFL-CIO.

"This is not a jurisdictional dispute between two labor organizations. The Teamsters and growers are completely disregarding the workers' wishes by trying to coerce them into the Teamsters Union."

Roybal said he reached this conclusion after visiting the Coachella Valley grape fields of California this week. He reported that a poll of 31 farms "clearly demonstrated strong worker support" for Cesar Chavez's Farm Workers Union.

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The poll gave an overwhelming majority of 795, or 83.4 per cent of the vote, to the Farm Workers, with 8.4 per cent to the Teamsters and 8.2 per cent for no union.

"On every farm that I visited, I found great enthusiasm for the Farm Workers Union and virtually none for the Teamsters," Roybal said.


"The workers told me that the Teamsters are not willing to listen to their grievances and continue to ignore their right to choose a representative union."

The Los Angeles Congressman said that the Teamsters' action was contrary to last year's California Supreme Court decision which ruled against "sweetheart contracts."

In its December, 1972 ruling, the Supreme Court wrote: "...an employer's grant of exclusive bargaining status to a nonrepresentative union must be considered the ultimate form of favoritism, completely substituting the employer's choice of unions for his employee's desires."

#

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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, why, how, witnesses-- and submit it to:

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

#

SOME MEMBERS PAY THEIR DUES
--NO MATTER WHAT

(The following note was received from LACECA member Sy Fierro:)

"To whom it may concern:
Please accept my \$15.00 check for dues back due & for the remaining portion of 1973.
Been off work since 11-6-72.
Went to Presbyterian Hospital in Whittier for corrective surgery of 2 discs in my lower back. Expect to go back to work by 3-19-73.
Thank you. (s)
Sy. Fierro "

LAS NUEVAS
May 1973

Editor: Richard Garcia Carrizosa

Editorial Cartoonist: Gus Salazar

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

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SATURDAY, MAY 5, 1973

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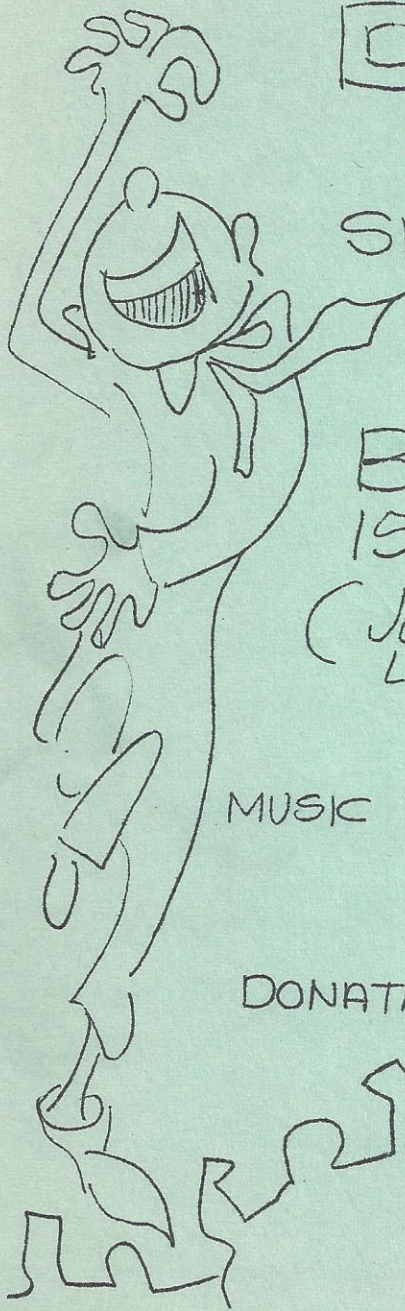
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