

State Finds Bias In County Hiring

Charges Civil Service Procedures Have Loopholes

By DWIGHT JARRELL
Wayne County, as an employer, has a State Civil Rights Commission report which points to a complex of racial discrimination among the 7,985 employees holding county government jobs.

And labeled as the flagrant loophole in fair employment practices is the County's Civil Service Commission.

The civil service's laxity allows continuation of a policy favoring preference to white job seekers and white employees, a color barrier that is noted in the following scathing summary of the 101-page report by the eight-member commission:

"...EVEN IF one could guarantee equal treatment of employees in Wayne County Government now and in the years ahead, this would not provide equality of opportunity for non-white employees for many decades to come.

"Discrimination in the past has handicapped present employees to such an extent that compensatory treatment in the immediate future will be necessary."

This report is an examination requested by Wayne County government itself—the County Board of Supervisors and the latter's Select Committee on Human Relations.

HIGHLIGHTS of the findings of the Civil Rights Commission include:

- Of 7,985 County employees, 2,282 are non-whites of whom 98 per cent are Negro.
- In 37 departments of county government, ranging in personnel size from two to 2,677,

the employment of non-whites ranges from none, in such a small department as the county clerk's office of the Board of Supervisors itself, where 10 whites work, to 58 per cent in the Wayne County Juvenile Court.

Two departments, Wayne County General Hospital and the County Road Commission, employ 58 per cent of all employees who work for the county and 52 per cent of all non-whites. However, the percentage of non-whites employed by the General Hospital is 40

per cent and by the Road Commission only 11 per cent.

The overall non-white employment today for all County departments is 28 per cent. It was 23 per cent in 1963.

Non-whites are disproportionately working in positions as service workers. Fifty-four per cent of all service workers are non-whites. Non-whites comprise only six per cent of the officials and managers and six per cent of the skilled craftsmen.

There are divisions and sections within departments that are all white. Also there are work areas that are all white, while other work areas in the same departments are predominantly non-white.

Only one of the 37 department heads is non-white.

In a summarization of its conclusions, the Civil Rights Commission states in the survey:

"...Limited progress has been made toward providing equal employment opportunity for all employees.

"The progress that is being made at the present time is not commensurate with the need for improvement in the overall situation. Some departments are making no progress on existing ground. Others are making only token efforts to improve the situation."



STUDENT LEADER — Thomas J. Doyle, 14193 Blackburn, Livonia, is the new president of the Schoolcraft College Student Senate.

Livonia Soph Heads Schoolcraft Senate

Thomas J. Doyle, a 19-year-old sophomore chemistry major who plans to transfer to the University of Michigan, has been elected president of the Schoolcraft College Student Senate.

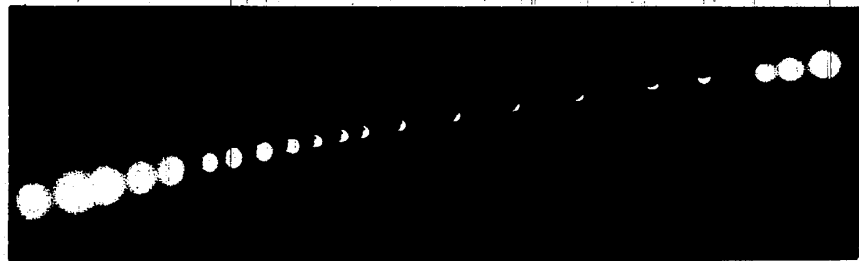
An honor student consistently on the dean's list and an officer of Phi Theta Kappa, national scholastic honorary society for community colleges, Doyle lives at 14193 Blackburn, Livonia. He succeeds William J. Pfeiffer as Senate president.

Redford Lions Set Eye Clinic

The Redford Lions Club will have its annual Glaucoma Clinic Saturday, April 20, from 10 a.m. to 4 p.m. in the Township Hall, 15145 Beech Drive. Doctors from Kresge Eye Institute will again give free tests. This is a service rendered to the community, without charge, by the Redford Lions Club. Julius Zink is chairman of the project.

Study Seen For Livonia

Livonia Councilman Edward C. Milligan, an appointee of the council to the Wayne County Board of Supervisors and a member of the latter's Select Committee on Human Relations which worked with the State Civil Rights Commission on its study of racial discrimination in county government employment, has told The Observer a similar study may be in the offing "shortly" for Livonia. More than 500 persons are on the city payroll but no Negro is included among those employed.



AN ECLIPSE IN PROGRESS — Because the moon and the earth both move, a lunar eclipse appears to travel from left to right across the sky when it's shot by a stationary camera. Staff photographer Gary Garretson captured these 21 shots on a single negative during last Friday night's total eclipse, during which the earth passed directly between the sun and moon, casting a shadow on the moon. He made his exposures at 10 to 15 minute intervals with his camera mounted on a tripod, using Plus-X film and a lens opening of f/5.6. Exposures at the beginning and end were 10 seconds, perhaps a bit too long; exposures in the middle, when the light was dimmer, were 30 seconds.

Follows Recommendations Of ASM Experts

Schoolcraft Adds Metals Courses

Three new programs in metallurgy, each leading to the Associate Degree, will be offered at Schoolcraft College starting with the fall semester.

The programs designed to meet requirements of technicians recommended by the American Society for Metals are: Metallurgy, Metallurgy and Materials Testing, and Metallurgical Technology.

James A. Mansfield, chairman of the Manufacturing Division at the college and metallurgy instructor, said development of the three programs was based on recent recommendations of the ASM for technical education in metallurgy and related materials sciences.

"We believe these programs are of the quality required for certification by the Institute for the Certification of Engineering Technicians (CET), which is an arm of the National Society for Professional Engineers (NSPE)," Mansfield said.

"We are also hopeful that the Metallurgical Technology program which is the most advanced of the three, will meet requirements for accredited curricula in Engineering Technology as developed by the Engineers Council for Professional Development."

SCHOOLCRAFT HAS OFFERED basic courses in metallurgy for several years and added five new courses to its catalog this year to implement the degree-granting programs.

The Metallurgy program is designed to train the student for entry into the metallurgical or materials industries by providing instruction in the physical structure of metals and alloys, materials testing, and strength of materials.

The program requires 68 to 69 credit hours of course work over four semesters. The Associate in Technology degree is awarded on successful completion of the program.

The Metallurgy and Materials Testing program requires completion of 78 credit hours of work over five semesters, including one spring term, for the Associate in Applied Science degree.

The program is designed to qualify students to assist in the development and testing of new materials and metals, or as metals analysts or technical sales representatives.

MOST ADVANCED of the three programs — Metallurgical Technology — contains an "open" course in which the student is required to undertake an approved research project to develop diagnostic skill in advanced metallographic techniques.

This program is structured over six semesters, including

two spring terms, and will require completion of 80 to 82 credit hours of work to earn the Associate in Engineering Technology degree.

The curriculum is designed to qualify the student as a technician in research, testing, heat

treating, and production planning, or as a metallurgical laboratory assistant.

MANSFIELD, WHO CAME TO Schoolcraft in 1964 as a part-time instructor in the Evening College, and joined the full-time

faculty in 1966, has helped develop laboratory equipment and facilities to prepare for the expanded instructional program in metallurgy.

Lab equipment now in use includes both gas and electric heat treat ovens, tensile and impact test equipment, and metallographs — metallurgical microscopes used for microphotography.

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OBSERVER

Second Front Page

WONDERLAND IS BRIMMING WITH

After-Easter VALUES

TIMELY SAVINGS FOR THE FAMILY...
FOR THE CAR...FOR THE HOME
AT ALL 57 FINE STORES

There's a shower of spring savings NOW at Wonderland Center! Don't miss after-Easter clearances, special-purchase sales and Spring value-demonstrations now in progress at most stores! Best of all, you can take advantage of convenient charge-account plans available at all stores.



WONDERLAND CENTER

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OPEN EVERY EVENING UNTIL 9

State And Local

News Round Up

A BILL DESIGNED to head off strikes by teachers and other public employees was given bi-partisan 91 to 3 House approval last week and sent to the Senate. The bill was written by the House Labor Committee and provides elaborate machinery for resolving contract disputes; while taking public employee strikes out of circuit court jurisdiction.

MILTON BERGMAN, chief of the Michigan Conservation Department forest fire division, described the state forest fire threat as "the most explosive in years." Scant snow and rain since January, an early spring runoff, recent high winds and low humidity all have combined to create the high hazard conditions, said Bergman.

SETTLEMENT OF A DISPUTE over contract negotiations for employees of Bldg Hospital, Adria, will depend on an April 16 hearing in Detroit before the state labor mediation board. J.P. McCarthy, business agent for the Building Service Employees International Union (AFL-CIO) said that the contract will expire May 8. McCarthy said the union is asking a 25-cent hourly pay raise, triple time for holidays, more life insurance, premium pay for the second and third shifts, two weeks vacation after a year and up to four weeks of paid vacation after 10 years of employment.

RU Teacher Is Elected To NEA Board

East Lansing — Boyd Bosma, Redford Union Junior High teacher, has been elected to a three-year term on the Board of Directors of the National Education Association.

He is currently serving as chairman of the NEA Region II Committee on Teacher Education and Professional Standards (TEPS), is associate editor of the Region II Observer, second vice-president of the Redford Union Education Association, chairman of the Committee on Civil Rights for the Michigan Department of Classroom Teachers, and member of the NEA Human Relations Commission.

Bosma has taught language arts and social studies for the past 12 years at Redford Union.