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Management Bulletin

From the Office of Governor Ronald Reagan

72-7

September 21, 1972

TO: Agency Secretaries, Department
Heads and Other Key Personnel

Last spring the Governor's Cabinet began a review of 4/40 work week scheduling and consideration of the propriety of state government becoming involved in such scheduling.

A thorough review was made of 4/40 experiments which had been undertaken in state government. Consideration was also given to experience in local government and the private sector. Recognition of the impact of actions by state government on the private sector was also a factor in the Cabinet's deliberations.

It was the decision of the Governor, upon recommendation of the Cabinet, that any major departure from the normal five-day work week in state service should be authorized only in situations where a cost benefit to the state can be demonstrated and no serious inequities or morale problems would be created. Review and comment by the Governor's representative for employer-employee relations will be a prerequisite for approval of 4/40 work week schedules which meet the above criteria. Conflicts between agency secretaries and the Governor's representative for employer-employee relations will be resolved at Cabinet.

A department head desiring to initiate 4/40 work week scheduling in any unit of his department should present such a proposal to his Agency Secretary for approval. This proposal should include justification that such scheduling would meet the criteria established by Cabinet, including an evaluation of benefit to the state, analysis of the impact on the interaction with other units and departments (including both work flow and employee morale), effect upon the morale and working conditions of the employees concerned, and impact on service to the public.

Edwin Meese III

Edwin Meese III
Executive Assistant
to the Governor



Management Bulletin

From the Office of Governor Ronald Reagan

September 21, 1972

.NOVEMBER BALLOT PROPOSITIONS

A number of propositions will be considered by the citizens of California on the November ballot.

I would like to let you know my position on those we have had time to analyze.

A handwritten signature in cursive script that reads "Ronald Reagan".

RONALD REAGAN
Governor

STATEWIDE BALLOT PROPOSITIONS

PROPOSITION 1:

SUPPORT

This proposition authorizes a \$160 million bond issue for community college construction. Funds from the 1968 bond issue have been exhausted at a time when community college enrollment is the fastest growing segment of higher education. Community colleges serve an important function by providing the first two academic years of college, at a much lower per capita cost than the university or state colleges. The community college also is increasingly important because of the technical and occupational training these institutions offer.

PROPOSITION 2:

SUPPORT

Authorizes \$155.9 million bond issue to finance health sciences facilities, equipment, and site acquisition at the University of California. The bond issue will assure the training of more physicians, dentists and other skilled professionals needed to provide better health care for the people of California.

PROPOSITION 5:

SUPPORT

Existing provisions of the Constitution require statutory authority for school boards to initiate and carry out programs. This initiative would provide greater flexibility for school districts to make decisions at the local level, without specific statutory authority, so long as they do not conflict with the basic purposes of the laws governing school districts. It would allow local districts to tailor their operations to meet their district's particular needs.

PROPOSITION 10:

SUPPORT

SCA 23, Bradley. Increases from \$5,000 to \$10,000 the property tax exemption granted to veterans who were blinded while in the service; conforms blind veterans' exemption to that granted paraplegic veterans.

PROPOSITION 11:

OPPOSE

This initiative would amend the Constitution to include the "right of privacy" as among the inalienable rights guaranteed to all citizens. Although it purports to protect the right of privacy (something everyone supports), it is unnecessary, vaguely worded and potentially destructive. Current law sets forth specific statutory protections of the right of privacy,

.....continued

to cover specific situations. Adding this vague section to the Constitution would leave it to individual judges to interpret what does or does not constitute a "right of privacy." This in turn could prevent the cross-checking of income tax records to determine whether applicants for welfare actually need assistance. Protecting a citizen's privacy is a desirable goal. But it requires specific legislation. The state already has many such laws. This initiative would not add anything to those legal safeguards. But it could cost taxpayers millions of dollars in wasted funds by hindering effective welfare fraud controls.

PROPOSITION 12:

SUPPORT

SCA 59, Holmdahl. Under current law, veterans who lost the use of both legs because of a service-connected disability and who receive assistance from the Federal government for the purchase of a home are allowed a \$10,000 exemption on property taxes. This amendment would extend the \$10,000 exemption to:

- Veterans who are blind and have lost one leg, or one or both arms, or the use of either;
- Veterans who have lost both an arm or a leg or the use of both;
- Veterans who have lost both arms.

PROPOSITION 14:

OPPOSE

Watson Tax Amendment. Homeowner tax relief is urgently needed in California, but this amendment is not the way to get it. Although it is ostensibly aimed at reducing property taxes, some of the lower taxes wouldn't become effective until 1977. But the Proposition would raise sales taxes 40% immediately. Even after this is done, there still could be an unfunded revenue gap of more than \$1.1 billion. Making up a deficit of this magnitude, could require major increases in personal income taxes, additional consumer taxes. Proposition 14 offers no relief for renters, although renters would pay \$371 million in higher taxes. The homeowner tax relief also would be an illusory benefit because the intent of the rate limitations imposed by Proposition 14 could be circumvented through higher tax assessments. The amendment is opposed by a broadbased, bi-partisan coalition because it could create financial havoc for local government, reduced support for schools and still not achieve the legitimate goal of homeowner tax relief. A partial list of organizations opposing Proposition 14 is attached.

PROPOSITION 17:

SUPPORT

Death Penalty. This initiative reinstates all California laws relating to capital punishment and restores the laws that were on the books before the State Supreme Court ruled the death penalty unconstitutional. It also authorizes the Legislature to revise capital punishment statutes, if necessary to bring them into conformity with the U.S. Supreme Court ruling which declared that capital punishment has been unconstitutional as applied in most states. That ruling by the U.S. Supreme Court specifically left the door open for states to restore capital punishment.

Much of the argument against the death penalty is based on false allegations. Despite words to the contrary, 81% of those convicted and sentenced to death between 1930 and 1970 in California were caucasians. The death penalty is a necessary deterrent to crime. As one condemned convict put it, the court ruling outlawing capital punishment is an "invitation to kill" for prisoners already serving life sentences.

Even countries which have limited the death penalty, have reserved it for specific crimes (i.e., killing a correctional officer, a policeman, etc.).

The increase of violent crime during the years where there has been a court ordered "moritorium" on the death penalty destroys the argument that capital punishment is not a deterrent. In any case, this is a decision that should be made by the people or by their representatives in the Legislature, not by the courts.

PROPCSITION 19:

OPPOSE

Marijuana Initiative. This proposition removes penalties for persons 18 years or older for planting, cultivating, harvesting, drying, processing, and otherwise preparing, transporting, or possessing marijuana for personal use.

At a time when California is struggling to curb drug abuse, the single greatest social problem of our times, it is absurd to legalize marijuana. Furthermore, even if this proposition is enacted, Federal law still prohibits the possession of marijuana and violators would be prosecuted.

If passed, this proposition would create massive problems for law enforcement. Marijuana has been the avenue by which thousands of young Californians have been introduced to hard drugs and a life of addiction which in turn spawns violent crime and often leads to an agonizing death.

PROPOSITION 20:

OPPOSE

Coastline Initiative. Realistic and effective legislation to preserve our coast is needed in California. This proposition is not realistic and could cause considerable harm to California's economy by imposing rigid restrictions on development, limiting the powers of local government and creating a cumbersome bureaucracy. More than 412 miles of California's 1,072 mile long

.....continued

coastline already is a public ownership. The state is drafting guidelines and effective proposals to protect the scenic beauty of the entire coast.

PROPOSITION 21:

SUPPORT

This proposition adds a section to the State Education Code which states that "no public school student shall, because of his race, creed, or color, be assigned to or be required to attend a particular school".

PROPOSITION 22:

SUPPORT

This proposition provides for farm workers to choose, by secret ballot, the union they wish to represent them or whether they wish to belong to a union at all. It also prohibits secondary boycotts (which hurt consumers and the entire state economy); creates an Agricultural Labor Relations Board to protect the rights of farmers and farm workers and establishes procedures for redress of grievances in the courts.

OTHER PROPOSITIONS:

In all, there are 22 propositions on the November ballot. The propositions not included in the above summary came down with hundreds of other bills in the final weeks of the legislative session. These additional propositions are under study.

ORGANIZATIONS OPPOSED TO THE WATSON TAX AMENDMENT

League of Women Voters	Statewide Homeowners Assoc.
League of California Cities	California State Firemen's Assoc.
California Property Taxpayers and Renters Association	Association of California School Administrators
San Gabriel Valley Taxpayers Assn.	Educational Congress of Calif.
Calif. Parent-Teacher Association	California Teachers Assoc.
Los Angeles Area Chamber of Commerce	Los Angeles Board of Education
So. Calif. Rapid Transit District	Calif. School Boards Assoc.
Bay Area Rapid Transit District	Calif. Teachers Association
California Junior College Assn.	Irrigation Dists. Assn. of California
State Board of Education	Calif. Assn. of Life Underwriters
Calif. Water Resources Assn.	Federated Fire Fighters of California
Calif. Federation of Teachers, AFL-CIO	Los Angeles Community College District
Oakland-Alameda County Chamber of Commerce	Calif. School Employees Association
Newhall-Saugus-Valencia Chamber of Commerce	California State Peace Officers Association
Sacramento County Chamber of Commerce	California Community Colleges
Association of California Life Insurance Companies	

NOVEMBER BALLOT PROPOSITIONS

Proposition number

Proposition

- | | |
|----|--|
| 1 | Community College Bonds |
| 2 | Health Science Bonds |
| 3 | Bonded Industrial Loans for
Pollution Control |
| 4 | Legislative Reorganization |
| 5 | Power to Local School Districts |
| 6 | Constitutional Revision |
| 7 | Voting Requirements Revision |
| 8 | Anti-Pollution Tax Exemption |
| 9 | Safe-School Bonds |
| 10 | Blind Veterans' Property Tax
Exemption |
| 11 | Right of Privacy |
| 12 | Disabled Veterans' Exemption |
| 13 | Workmen's Compensation Death
Benefits |
| 14 | Watson Tax Initiative |
| 15 | C.S.E.A. Initiative |
| 16 | California Highway Patrol
Initiative |
| 17 | Death Penalty Initiative |
| 18 | Anti-Obscenity Initiative |
| 19 | Marijuana Initiative |
| 20 | Coastline Initiative |
| 21 | Busing Initiative |
| 22 | Agricultural Labor Relations
Initiative |

Memorandum

To : Earl Coke, Secretary
Agriculture and Services Agency

Date : August 18, 1972

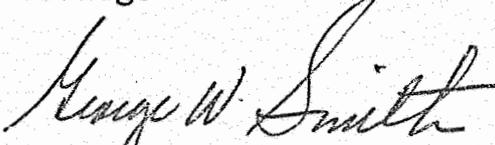
Subject: Division of Labor
Law Enforcement's
Report on Child
Labor Statistics,
Lettuce Industry

From : Department of Industrial Relations

Attached is a copy of a report prepared by our Salinas office about child labor violations in the lettuce industry.

It is our understanding that this information was requested by Mrs. Winslow for use at the Republican Convention in Miami.

I think you will find it interesting.


George W. Smith
Acting Director

GWS:11
Enc.

Memorandum

To : A. J. Reyff, Labor Commissioner
Headquarters Office
DLLE - San Francisco

Date : August 16, 1972

Subject: Salinas District Office -
Child Labor Statistics,
Lettuce Industry

From : Department of Industrial Relations

E. A. James, Deputy in Charge
DLLE - Salinas

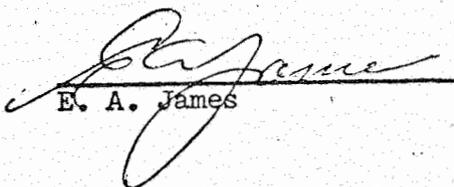
Pursuant to your telephone request of August 15, 1972, I have prepared a statistical report for Mrs. Winslow of the Western Iceberg Lettuce Association concerning child labor activity in the lettuce industry.

A review of inspection reports for the period from January 1, 1972, through August 16, 1972, indicates we made 353 field inspections in this industry; 67 inspections revealed one or more minors employed; 18 inspections reveal a violation of child labor law. From the record, it appears the 18 inspections with violations concern failure to have work permits.

I called Mrs. Winslow in Livermore and gave her this information. Mrs. Winslow then asked if I would call Tom Merrill, Merrill Farms in Salinas, and give him the information as he was also preparing some kind of report.

I called Mr. Merrill and gave him the same statistical information. He indicated that his report was to be used at or during the Republican National Convention to debunk UFWOC's claim of child labor abuse in the lettuce industry. Mr. Merrill asked if it were possible for me to make some statement or appraisal of this statistical information that he might use and quote, as his source of information, the Department, Division and Salinas District Office. I advised Mr. Merrill at this time I could only provide statistical information which is a matter of public record and that any policy or position statement would have to be prepared or authorized by the Administrative Office.

Mr. Merrill asked if he could contact me tomorrow for further discussion on the matter and I told him I would be available. In the interest of time, I am enclosing our work sheets. You will note that I have added Farm Labor Contractor inspections to Grower inspections to arrive at the figures mentioned above.


E. A. James

EAJ:md
Encls.

Memorandum

EMPLOY

To :

Date :

Subject: Policy regarding the
4-day work week

From : Jerry Martin

When you have a firmly established public image as a conservative champion of lower taxes, economy in government and the interests of the taxpayer as a top priority, there is always room for a step in the other direction. In fact, to survive politically, it is essential to take steps to make sure that no one forces you into a "reactionary" classification.

There is an opportunity for you to be up front as a progressive leader on employment by advocating a study for a 36-hour, 4-day work week for state employees and those in the private sector. Or even 40 hours, divided into four 10-hour days.

I think you should take this opportunity to firm up your image as a progressive modern leader, concerned with employee morale and general prosperity in the employment market.

The 4-day work week is an idea whose time is here. The facts are that already millions of workers are covered by union contracts requiring 35, 36 and 37½ hour work weeks divided into 5 days.

Admittedly, there are a number of ramifications which should be carefully considered before adoption of a 4-day work week; however, many people believe it will greatly stimulate the economy, particularly the leisure industries which are so important in California and could enhance employment opportunities. By fixing the suggestion for a 36 hours of work in a 4-day week employers would be getting almost the same amount of hours in 4 days as they do now in 5. Further, there are various pilot experiments with the 4-day week which suggest it could improve productivity, lower absenteeism and in general greatly improve morale. Whether it would result in additional employment opportunities for the unemployed remains to be seen. But certainly, people believe this to be true. And that is important in a time of paradoxical prosperity (i.e. a higher than acceptable jobless rate at a time of record prosperity).

You could accomplish the objective of getting your name and administration associated with these dramatic forward steps:

1. Assigning to a Task Force the job of studying what benefits the adoption of a 4-day work week (36 hours) could do for the economy

of California, to stimulate employment opportunities for the jobless, and improve morale, lower absenteeism, and enhance productivity.

2. By spelling all this out in a charge to the Task Force, you would be in the forefront of an issue which is progressive and which would give a balance to your already established conservative image.

cc: Ed Meese
Jim Jenkins

Memorandum

To :

Date :

Subject: Employment Reform

From : JERRY MARTIN

Here is a proposal to enlist the private sector in helping solve a social problem and at the same time do something for thousands and thousands of citizens who rarely receive any direct service from government. For a variety of reasons the state employment service simply does not generate a lot of enthusiasm among those who have to rely upon its services in finding a job. This is not meant as a criticism; simply to cite a fact. Unfortunately many employers choose not to list their best job opportunities with the state. This is particularly true in the case of clerical workers; young women who for various reasons find themselves frequently changing jobs. Thousands of young women in California are in this category (along with others) and for them, the fee charged by private employment agency (usually one-half of a month's pay or so) is a major barrier against seeking the services of a private agency. The state could help meet this need.

Last year a step was taken in this direction. The Legislature passed and you signed a bill authorizing county welfare departments to contract with private employment agencies to find jobs for welfare recipients. The agency is paid only when they succeed in placing a recipient. The background for this law is interesting. It was sponsored by Assemblyman Briggs, who in turn received a suggestion from a gentleman in his district, who was inspired by your frequent calls to involve the private sector in solving social problems.

Why not extend this same service to non-welfare job seekers--the kind of people who rarely, if ever, get anything from government but a tax bill? This would be accomplished by simply seeking a law that would:

1. Permit the department of employment to pay the fee to private employment agencies for placing job seekers.
2. The fee itself would be deducted from the employment fund which otherwise would be paying benefits to the unemployed worker.

Example: An office worker placed in a \$400 a month job would draw \$40 to \$50 a week unemployment benefits if eligible. If a private agency quickly finds a job for such a worker, why not simply earmark two three or four weeks benefits to pay the fee?

The details, of course, with safeguards and limitations, could be worked out.

AB-2544 Dunkap

AB 452 -

Veto
Turner - writes
Veto manage drafts

Not sufficient research yet
on

Merely changes some definitions
which have no legal effect.

If at end of research
projects shows need for
changes then lets have a
bill to meet this - Not just
change some definitions

Roller SB-1574 -
John Kehoe
should write draft
Kan Hall
Veto

Why should state be in
business of regulating post
secondary schools

However, this type of program would greatly improve the job finding services available to the non-welfare job-seeker. A half-month's pay may not seem like a great economic barrier to those who are used to stable employment. But it is a very real barrier to wives of students and thousands of other citizens in lower paid entry level jobs, why shouldn't this fee be paid out of the employment fund in order to put the job-seeker back at work that much quicker? The alternative would be to simply pay unemployment benefits or welfare. Many job-seekers feel, with some justification, that it is non-productive to list their names with the state employment service. They feel: (a) that employers often do not list their best jobs and (b) many unemployed workers have the impression that the state employment service bureaucrats do not have a great personal interest in finding them jobs.

One of the most devastating proofs of the Employment Service's inadequacy is the fact that some state agencies utilize private agency services in recruiting qualified job applicants. Private agencies are motivated to quickly find work for job seekers because they don't get paid for failure. This profit incentive also is a great factor in the employment counselor's attitude. Courtesy and consideration are essential when your commission depends upon successful placement.

JM:ln

1303 - McCarthy -

~~Handwritten scribble~~

veto - See Evans

Implications on local
Govt. Mandates, etc.

1443 - Briggs -

Min. Prices

Increase price for buttermilk

Decrease price for other dairy products

Steffes

~~Handwritten scribble~~

For govt at any level to mandate a price increase, there must be a very unusual, overriding reason.

Price without any proven justification for raising the prices.

Industry has no justified reason for increasing price to consumer.

How do you reduce the price to the consumer by 1/2 of a cent?

veto

Veto bill & ask Dept to come up with means for govt to get out of the milk business.

Can't see way to support an increase in price of buttermilk at this time

EMPLOY — MINORITIES
March 23, 1972

For Information Contact:

Richard L. Camilli
State Personnel Board
801 Capitol Mall
Phone: 445-5291

Results of the state's fifth ethnic census show the number of minority employees increased by almost 1,900 during the past two years.

The progress toward a racially balanced workforce was made despite an overall decline of 2,100 in total state employment.

From September, 1969, to November 1971, the number of black employees increased by 566, Mexican-Americans by 926, Oriental by 214, and other non-white by 185.

During the same period, total employment dropped from 117,741 to 115,645, including full time, part time, seasonal and temporary employees. The number of minority state employees increased from 16,459 to 18,350 in the same period.

"Considering the generally depressed labor market and the reduction in the state workforce, we feel we are making progress toward providing employment and public service career opportunities for minorities," said Richard L. Camilli, executive officer of the State Personnel Board.

Camilli said the increase in minority employment was due to a considerable extent to the state's affirmative action efforts, particularly through the Career Opportunities Development Program.

The census also shows a continuation of the trend, noted in the 1969 survey, of minority state employees moving into supervisory level and professional occupations.

Although minority employment increased, minority median salaries were still below the median for Caucasians.

Camilli said this lower median is at least partially due to affirmative efforts which resulted in the hiring of significant numbers of minority workers into entry level positions. This situation should change as they move up the ladder into higher paying jobs, Camilli predicted.

Camilli said he could not provide more specific details on salaries since the present reporting system provides only general information. He said the board is completing a more sophisticated automated census system, which will provide more definitive information.

"We do know," he said, "that a number of departments will be asked to make a greater effort to hire members of the various minorities."

"The governor, the legislature, and the personnel board are committed to a strong affirmative action program. We will continue to make every effort to carry it out," Camilli said.

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March 24, 1972

For Information Contact:

Richard L. Camilli
 State Personnel Board
 801 Capitol Mall
 Phone: 445-5291

Here is some additional information which should be helpful to you in the stories you write regarding the state's fifth ethnic census. This adds to yesterday's State Personnel Board release on this matter.

From September 1969 to November 1971, the period of the census when the state's total employee work force was declining by 1.8%, the number of minority employees in state service was increasing 11.4%.

During this same two-year period, black employment was going up 8.2%, the number of Mexican-Americans in state service increased by 21.6%, Oriental was up 5.16% and other non-white employment with the state was going up 16.6%.

While the number of minority state employees was increasing significantly, the state's Caucasian work force was declining by 4%.

In the census period, the number of Black, Mexican-American and Caucasian personnel in supervisory, professional, and administrative positions was increasing or decreasing as follows:

Change in Number (by Ethnic Groups) in Supervisory,
 Professional and Administrative Classes

<u>Occupational Area</u>	<u>Black</u>	<u>Mexican-American</u>	<u>Caucasian</u>
Supervisory, Clerical	+ 2.1%	+ 10.2%	- 1.2%
Supervisory, Crafts and Trades	+ 36.8%	+ 29.1%	+ 2.5%
Professional	+ 2.2%	+ 16.8%	- 4.0%
Supervisory, Professional	+ 7.9%	+ 22.2%	+ .1%
Supervisory, Sub-Professional/Technical	+ 2.9%	0.0%	- 10.5%
Supervisory, Law Enforcement	+ 150.0%	+ 70.0%	+ 10.9%
Supervisory, Field Representative	+ 24.0%	+ 31.3%	+ 7.9%
Administrative Staff	+ 375.0%	+ 271.4%	+ 5.2%
Administrative Line	+ 176.9%	+ 63.6%	+ 21.8%

(Percentages show change from number in each group in 1969.)

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IR- 342
FOR RELEASE: upon receipt

JOB BIAS COMPLAINTS BY MEXICAN AMERICANS SET FOR HEARING IN LOS ANGELES MARCH 29-30 AND APRIL 4

Evidence in two complaints of employment discrimination filed by men of Mexican American ancestry against Los Angeles firms are scheduled to be heard before the State Fair Employment Practice Commission. The first, set for Wednesday and Thursday, March 29-30, concerns the complaint of Ernest Cortes against Lockheed Electronics Co., Inc., that he was terminated from employment as an engineer because of his Mexican ancestry.

The second hearing, to be held Tuesday, April 4, involves the allegation of Sam Felix that the reason for his discharge from the Builders Brass Works Corp. was that he had filed a previous complaint with FEPC. Both hearings will start at 9:30 a.m. at 314 West First Street in Los Angeles.

According to the accusation filed by Commissioner Stella C. Sandoval in the Cortes case, he was the only Mexican American engineer in his department at the time of his June 1970 layoff, although the Lockheed facility is located in East Los Angeles, the largest settlement of Mexican people in the world outside of Mexico proper. It further alleges he was denied promotions he applied for, although personnel less qualified than he were promoted over him, and that while the reason given for his termination was "lack of work", at the time of his layoff he was involved in projects scheduled to take at least a year to complete.

Mr. Felix, a production worker for Builders Brass Works was terminated May 17, 1971, while he was on a medical leave of absence. In April he had filed with FEPC a complaint of discrimination because he believed his demotion from the job of foreman was due to his ancestry. He alleges his subsequent discharge was a retaliatory action by the respondent.

The public hearings result from accusations filed by an FEP commissioner after attempts to conciliate the matters privately were unsuccessful. Neither Jacob R. Stuchen, commissioner in the Felix complaint, nor Mrs. Sandoval will participate in the hearings on their cases.

BROADWAY DEPARTMENT STORES DECISION ANNOUNCED

Results of another hearing on an employment discrimination case held in Los Angeles February 11 have been announced by the panel of three commissioners that heard the evidence. The hearing involved the complaint of Ron Martin, a Negro, that he was discharged as a credit analyst for Broadway Department Stores for unjust cause and because of his race. The hearing panel found that the evidence did not support the allegations and dismissed the accusation.

The Fair Employment Practice Act, which FEPC is charged with administering, provides that when conciliation endeavors fail, a panel of commissioners or a hearing officer will hear the evidence, decide whether an act of discrimination occurred and, if so, issue orders for a remedy.



CALIFORNIA STATE PERSONNEL BOARD
801 CAPITOL MALL • SACRAMENTO 95814



Board Members

NITA ASHCRAFT
MAY LAYNE DAVIS
SAMUEL J. LEASK
ROBERT M. WALD
FRANK M. WOODS

RICHARD L. CAMILLI
Executive Officer

REPORT TO THE GOVERNOR AND THE LEGISLATURE
ON THE
1971 ETHNIC CENSUS OF STATE EMPLOYEES

March 24, 1972

1971 ETHNIC CENSUS OF STATE EMPLOYEES

This is the report for the fifth ethnic census of all State service employees, and is based on the November 1, 1971 payroll. The last ethnic census was taken in 1969, based on the September, 1969 payroll, and is used for comparison in this report. Ethnic data for each of these surveys were collected by supervisory personnel who observed their employees and designated each employee's ethnic origin.

The employment figures contained in this report include full-time, part-time, seasonal, and temporary employees. Total State employment decreased from 117,741 in 1969, to 115,645 in 1971; a net decrease of 2,096. However, during this same period the number of minority employees increased from 16,459 in 1969 to 18,350 in 1971: a net increase of 1,891.

The statistical data are arranged in the following eight tables to present a more vivid illustration of the census:

Table I shows the numerical and percentage changes in the ethnic composition of the State employee work force since the 1969 census. The data indicate increases in the number of minority group employees: 566 Black (8.19% increase), 926 Mexican-American (21.59% increase), 214 Oriental (5.16% increase), and 185 Other Non-White (16.58% increase).

TABLE I - STATEWIDE WORKFORCE

	<u>Black</u>	<u>Mexican-American</u>	<u>Oriental</u>	<u>Other Non-White</u>	<u>Caucasian</u>	<u>Total</u>
<u>1971</u>	7,476 (6.47%)	5,215 (4.50%)	4,358 (3.77%)	1,301 (1.13%)	97,295 (84.13%)	115,645 (100%)
<u>1969</u>	6,910 (5.87%)	4,289 (3.64%)	4,144 (3.52%)	1,116 (0.95%)	101,282 (86.02%)	117,741 (100%)
<u>Gross Change</u>	566	926	214	185	-3,987	-2,096
<u>Percent Change</u>	8.19%	21.59%	5.16%	16.58%	-3.94%	-1.78%

Table II compares the median salaries for each ethnic group. These data are influenced by the State Personnel Board's Career Opportunity Development Program which has enabled significant numbers of minorities to enter the system at entry level positions and upgrade their skills on the job. Also influencing the data is the declining number of employees, specifically the significant decrease of Caucasian employees as indicated by Table I.

Additionally, the base from which these data are developed is not uniform because it includes full time, part time, and seasonal employees. Future reports produced by the new permanent ethnic data reporting system which is currently being developed, will distinguish these different types of employment and provide more comprehensive salary comparisons.

TABLE II - SALARY COMPARISONS (Median)

	<u>Black</u>	<u>Mexican-American</u>	<u>Oriental</u>	<u>Other Non-White</u>	<u>Caucasian</u>
<u>1971</u>	\$7,572	\$7,728	\$8,604	\$8,112	\$9,396
<u>1969</u>	7,008	7,428	8,112	7,812	8,604
<u>Dollar Change</u>	564	300	492	300	792
<u>Percent Change</u>	8.05%	4.04%	5.72%	3.70%	8.45%

Came in at entry level
lowest salary level

TABLE III INDICATES THE NUMERICAL AND PERCENTAGE CHANGES IN THE ETHNIC COMPOSITION OF THE VARIOUS OCCUPATIONS AND JOB LEVELS. MINORITIES MOVED INTO THE PROFESSIONAL AND ADMINISTRATIVE OCCUPATIONS WHICH HAVE TRADITIONALLY HAD A HIGH CONCENTRATION OF CAUCASIAN EMPLOYEES. THE PERCENTAGE OF CAUCASIAN EMPLOYEES IN THE PROFESSIONAL CLASSES DROPPED 4.01% WHILE EACH MINORITY GROUP EXPERIENCED AN INCREASE.

THE DATA ALSO INDICATE THE UPGRADING OF MINORITY EMPLOYEES WITHIN SEVERAL CAREER LADDERS. THE MINORITY RATE OF INCREASE IN THE SUPERVISORY PROFESSIONAL CLASSES WAS AS HIGH AS 22.22% (42 MEXICAN-AMERICANS) WHERE THE CAUCASIAN RATE OF INCREASE WAS ONLY 0.12% (13 POSITIONS). SIMILARLY IN THE SUPERVISORY JANITOR AND CUSTODIAL CLASSES, THE PERCENTAGE OF MINORITIES INCREASED FROM 80.99% (295 BLACKS) TO 225.00% (130 MEXICAN-AMERICANS). PARTICULARLY SIGNIFICANT AND INDICATIVE OF THE IMPACT OF THE STATE PERSONNEL BOARD'S CAREER OPPORTUNITIES DEVELOPMENT PROGRAM IS THE SUBPROFESSIONAL OCCUPATIONAL GROUP. FROM 1966 TO 1969 THE PERCENTAGE OF BLACKS WITHIN THIS GROUP DROPPED 11.11%, YET FROM 1969 TO 1971 THE TREND WAS REVERSED TO PRODUCE SIGNIFICANT INCREASES OF MINORITY PERSONNEL (BLACK, 16.04%; MEXICAN-AMERICAN, 37.46%; AND OTHER NON-WHITE, 22.82%) DESPITE AN OVERALL REDUCTION (7.80%) IN THE NUMBER OF THESE JOBS.

TABLE III ETHNIC COMPOSITION OF EMPLOYMENT OCCUPATIONAL GROUPS

OCCUPATIONAL GROUP	1971						NET INCREASE AND DECREASE FROM 1969						PERCENT NET INCREASE AND DECREASE FROM 1969					
	BLACK	MEX-AMER.	ORIENTAL	OTHER NON-WHITE	CAUCASIAN	TOTAL EMPLOYEES	BLACK	MEX-AMER.	ORIENTAL	OTHER NON-WHITE	CAUCASIAN	TOTAL EMPLOYEES	BLACK	MEX-AMER.	ORIENTAL	OTHER NON-WHITE	CAUCASIAN	TOTAL EMPLOYEES
1. CLERICAL	1,654	1,046	1,403	373	17,332	21,808	31	58	38	102	(-682)	(-453)	1.91%	5.87%	2.78%	37.63%	(-3.79%)	(-2.03%)
2. SUPV. CLERICAL	298	216	477	58	5,708	6,757	6	20	23	0	(-69)	(-20)	2.05%	10.20%	5.07%	0%	(-1.19%)	(-.30%)
3. LABORER	386	350	62	66	3,892	4,756	(-22)	22	7	(-5)	(-819)	(-817)	(-5.39%)	6.71%	12.73%	(-7.04%)	(-17.38%)	(-14.66%)
4. CRAFTS AND TRADES	145	223	34	47	4,290	4,739	16	41	12	4	320	393	12.4%	22.53%	54.55%	9.30%	8.06%	9.04%
5. SUPV. CRAFTS & TRADES	93	102	15	34	3,170	3,414	25	23	2	7	77	134	36.76%	29.11%	15.38%	25.93%	2.49%	4.09%
6. PROFESSIONAL	1,026	683	1,026	257	15,589	18,581	22	98	54	7	(-652)	(-471)	2.19%	16.75%	5.56%	2.80%	(-4.01%)	(-2.47%)
7. SUPV. PROFESSIONAL	273	231	496	72	10,764	11,836	20	42	31	17	13	123	7.91%	22.22%	6.67%	30.91%	.12%	1.05%
8. SUB-PROF./TECHNICAL	1,541	1,409	449	183	15,530	19,112	213	384	(-29)	34	(-2,221)	(-1,619)	16.04%	37.46%	(-6.07%)	22.82%	(-12.51%)	(-7.80%)
9. SUPV. SUB-PROF./TECH.	143	114	144	25	4,203	4,629	4	0	(-2)	(-8)	(-491)	(-497)	2.88%	0%	(-1.37%)	(-24.24%)	(-10.46%)	(-9.70%)
10. LAW ENFORCEMENT	95	138	3	33	4,820	5,089	2	12	0	(-4)	61	71	2.15%	9.52%	0%	(-10.81%)	1.28%	1.41%
11. SUPV. LAW ENFORCEMENT	5	17	0	4	867	893	3	7	0	0	85	95	150.00%	70.00%	0%	0%	10.86%	11.90%
12. FIELD REPRESENTATIVE	197	154	100	31	2,992	3,474	95	43	30	(-2)	328	494	93.14%	38.74%	42.86%	(-6.06%)	12.31%	16.58%
13. SUPV. FIELD REP.	31	42	34	6	1,714	1,827	6	10	12	2	125	155	24.00%	31.25%	54.55%	50.00%	7.87%	9.27%
14. ADMINISTRATIVE STAFF	57	26	58	7	1,232	1,380	45	19	22	4	61	151	375.00%	271.43%	61.11%	133.33%	5.21%	12.29%
15. ADMINISTRATIVE LINE	36	18	6	3	905	968	23	7	2	1	162	195	176.92%	63.64%	50.00%	50.00%	21.80%	25.22%
16. JANITOR, CUSTODIAN	1,187	303	35	81	2,685	4,291	(-52)	48	10	17	(-378)	(-355)	-4.20%	18.82%	40.00%	26.56%	(-12.34%)	(-7.64%)
17. SUPV. JANITOR, CUSTODIAN	295	130	7	20	1,112	1,564	132	90	4	10	133	369	80.99%	225.00%	133.33%	100.00%	13.58%	30.88%
18. BOARD AND COM MEMBERS	14	13	9	1	490	527	(-3)	2	(-2)	(-1)	(-40)	(-44)	(-17.65%)	18.18%	(-18.18%)	(-50.00%)	(-7.55%)	(-7.71%)
GRAND TOTALS	7,476	5,215	4,358	1,301	97,295	115,645	566	926	214	185	(-3,987)	(-2,096)	8.19%	21.59%	5.16%	16.58%	(-3.94%)	(-1.78%)

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Table IV illustrates the relative percentage each ethnic group comprises of the various occupational groups. The data indicate movement toward a more racially balanced work force among the occupational groups. The group concentration of Caucasian employees was diminished in 14 of the 18 groups. Substantial increases in the proportion of minority personnel occurred in the subprofessional (14% to 19%), field representative (10% to 14%), administrative staff (5% to 10%), administrative line (4% to 7%), and supervisory janitorial (18% to 29%) occupational groups.

TABLE IV - ETHNIC COMPOSITION PERCENTAGES OF EACH OCCUPATIONAL AREA

<u>Occupational Area</u>	<u>Black</u>		<u>Mexican-American</u>		<u>Oriental</u>		<u>Other Non-White</u>		<u>Combined Minority</u>		<u>Caucasian</u>	
	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>
1. Clerical	8%	7%	5%	5%	6%	6%	2%	1%	21%	19%	79%	81%
2. Supervising Clerical	4	4	3	3	7	7	1	1	15	15	85	85
3. Laborer	8	7	7	6	1	1	2	1	18	15	82	85
4. Crafts and Trades	3	3	5	4	1	*	1	1	10	8	90	92
5. Supervisor Crafts and Trades	3	2	3	3	*	*	1	1	7	6	93	94
6. Professional	5	5	4	3	6	5	1	1	16	14	84	86
7. Supervising Professional	2	2	2	2	4	4	1	*	9	8	91	92
8. Sub-Professional/ Technical	8	6	8	5	2	2	1	1	19	14	81	86
9. Supervising Sub-Professional/ Technical	3	3	2	2	3	3	1	1	9	9	91	91
10. Law Enforcement	2	2	3	2	*	*	*	1	5	5	95	95
11. Supervising Law Enforcement	1	*	2	1	*	*	*	1	3	2	97	98
12. Field Representative	6	3	4	4	3	2	1	1	14	10	86	90
13. Supervising Field Representative	2	2	2	2	2	1	*	*	6	5	94	95
14. Administrative Staff	4	1	2	1	4	3	*	*	10	5	90	95
15. Administrative Line	4	2	2	1	1	1	*	*	7	4	93	96
16. Janitor, Custodian	28	27	7	5	1	1	2	1	38	34	62	66
17. Supervising Janitor, Custodian	19	14	8	3	1	*	1	1	29	18	71	82
18. Board and Commission Members	3	3	2	2	2	2	*	*	7	7	93	93

*Less than 0.5%

Table V compares the percentage of each ethnic group employed in the various occupational areas. The data show that the proportion of minority groups to Caucasians is substantially greater in the clerical, subprofessional, and janitorial occupations than the proportion of Caucasians. For example, 16% of all Blacks work in a janitorial class while only 3% of the Caucasian employees hold similar jobs. However, the data also indicate that the relative proportion of Blacks, Mexican-Americans, and Orientals employed in clerical classes have moved closer to approximate the proportion of Caucasians in comparable jobs. Additionally, the percentage of the Black and Other Non-White ethnic groups moved upward to equal the proportion of Caucasians employed in administrative staff jobs.

TABLE V - PERCENTAGE OF EACH ETHNIC GROUP WITHIN EACH OCCUPATIONAL AREA

Occupational Area	Black		Mexican-American		Oriental		Other Non-White		Caucasian	
	1971	1969	1971	1969	1971	1969	1971	1969	1971	1969
1. Clerical	22%	23%	20%	23%	32%	33%	29%	24%	18%	18%
2. Supervising Clerical	4	4	4	5	11	11	4	5	6	6
3. Laborer	5	6	7	8	1	1	5	6	4	5
4. Crafts and Trades	2	2	4	4	1	1	4	4	4	4
5. Supervisor Crafts and Trades	1	1	2	2	*	*	3	2	3	3
6. Professional	14	15	13	14	24	23	20	22	16	16
7. Supervising Professional	4	4	4	4	11	11	6	5	11	10
8. Sub-Professional/Technical	21	19	27	24	10	12	14	13	16	17
9. Supervising Sub-Professional/ Technical	2	2	2	3	3	4	2	3	4	5
10. Law Enforcement	1	1	3	3	*	*	2	3	5	5
11. Supervising Law Enforcement	*	*	*	*	*	*	*	*	1	1
12. Field Representative	3	1	3	2	2	2	2	3	3	2
13. Supervising Field Representative	*	*	1	1	1	*	*	*	2	1
14. Administrative Staff	1	*	*	*	1	1	1	*	1	1
15. Administrative Line	*	*	*	*	*	*	*	*	1	1
16. Janitor, Custodian	16	18	6	6	1	1	6	6	3	3
17. Supervising Janitor, Custodian	4	2	2	1	*	*	2	1	1	1
18. Board and Commission Members	*	*	*	*	*	*	*	*	1	1
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

*Less than 0.5%

TABLE VI ILLUSTRATES THE ETHNIC COMPOSITION OF THE STATE DEPARTMENTS AND AGENCIES. THIS REFLECTS IN MORE DETAIL THE GENERAL INCREASE OF MINORITY GROUP EMPLOYEES AND THE OVERALL REDUCTION OF THE WORK FORCE AS INDICATED BY TABLE I. PARTICULARLY SIGNIFICANT IS THE FACT THAT THE DEPARTMENTS IN THE HUMAN RELATIONS AGENCY HAVE HIRED 1,903 ADDITIONAL MINORITIES SINCE 1969, AND YET THERE HAVE BEEN ONLY 1,174 NEW JOBS ESTABLISHED SINCE THAT DATE.

TABLE VI - ETHNIC COMPOSITION OF DEPARTMENTS

AGENCY AND DEPARTMENT	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL EMPLOYEES		
	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE
AGRICULTURE & SERVICES	964	1,057	(-93)	431	456	(-25)	583	564	19	174	174	0	11,155	12,049	(-894)	13,307	14,300	(-993)
DEPT/AGRICULTURE	22	38	(-16)	50	82	(-32)	90	79	11	25	30	(-5)	1,808	2,214	(-406)	1,995	2,443	(-448)
COMPENSATION INS FUND	81	110	(-29)	71	69	2	72	68	4	41	43	(-2)	1,149	1,256	(-107)	1,414	1,546	(-132)
DEPT/CONSUMER AFFAIRS	29	32	(-3)	21	17	4	30	24	6	5	5	0	909	922	(-13)	994	1,000	(-6)
FIRE MARSHAL	2	2	0	0	0	0	2	1	1	0	2	(-2)	67	74	(-7)	71	79	(-8)
FRANCHISE TAX BOARD	55	76	(-21)	52	64	(-12)	116	135	(-19)	23	31	(-8)	1,191	1,272	(-81)	1,437	1,578	(-141)
DEPT/GENERAL SERVICES	625	639	(-14)	152	132	20	131	134	(-3)	44	29	15	2,899	3,134	(-235)	3,851	4,068	(-217)
DEPT/INDUSTRIAL REL	90	105	(-15)	39	52	(-13)	70	76	(-6)	18	15	3	1,195	1,359	(-164)	1,412	1,607	(-195)
STATE PERSONNEL BOARD	33	25	8	18	17	1	17	12	5	4	7	(-3)	482	496	(-14)	554	557	(-3)
PUBLIC EMPL RET SYST	5	6	(-1)	7	4	3	21	16	5	1	0	1	315	284	31	349	310	39
TEACHERS' RET SYST	5	6	(-1)	3	4	(-1)	23	10	13	1	1	0	235	156	79	267	177	90
D/VA (INCL VETS HOME)	17	18	(-1)	18	15	3	11	9	2	12	11	1	905	882	23	963	935	28
BUSINESS & TRANSPORTATION	1,547	1,568	(-21)	1,406	1,328	78	1,734	1,731	3	425	375	50	28,996	29,799	(-803)	34,108	34,801	(-693)
D/AERONAUTICS	1	4	(-3)	0	0	0	0	0	0	0	0	0	27	28	(-1)	28	32	(-4)
D/ABC (INCL APPEALS Bd)	13	16	(-3)	15	17	(-2)	11	12	(-1)	3	3	0	382	392	(-10)	424	440	(-16)
CALIF HIGHWAY PATROL	248	216	32	268	232	36	67	51	16	65	60	5	7,039	6,987	52	7,687	7,546	141
D/CORPORATIONS	11	11	0	4	5	(-1)	32	34	(-2)	6	5	1	211	215	(-4)	264	270	(-6)
D/HOUSING & COM DEVEL	3	3	0	1	1	0	4	4	0	0	0	0	124	122	2	132	130	2
D/INSURANCE	7	10	(-3)	8	8	0	20	20	0	4	2	2	229	243	(-14)	268	283	(-15)
D/MOTOR VEHICLES	438	459	(-21)	305	300	5	450	445	5	70	70	0	5,390	5,744	(-354)	6,653	7,018	(-365)
D/PUBLIC WORKS	809	833	(-24)	797	754	43	1,112	1,129	(-17)	266	227	39	15,223	15,705	(-482)	18,207	18,648	(-441)
D/REAL ESTATE	14	10	4	7	8	(-1)	9	7	2	8	5	3	181	167	14	219	197	22
D/SAVINGS & LOAN	2	4	(-2)	1	1	0	27	26	1	3	3	0	115	125	(-10)	148	159	(-11)
D/STATE BANKING	1	2	(-1)	0	2	(-2)	2	3	(-1)	0	0	0	75	71	4	78	78	0

TABLE VI - ETHNIC COMPOSITION OF DEPARTMENTS - CONTD.

AGENCY AND DEPARTMENT	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL EMPLOYEES		
	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE
HUMAN RELATIONS	4,239	3,508	731	2,818	1,967	851	1,266	1,076	190	504	373	131	39,331	40,051	(-720)	48,158	46,975	1,183
D/CORRECTIONS	481	376	105	388	271	117	78	59	19	68	77	(-9)	5,782	5,916	(-134)	6,797	6,699	98
D/HEALTH CARE SERVICES	108	5	103	25	1	24	34	22	12	25	2	23	671	220	451	863	250	613
D/HRD	1,481	1,230	251	1,235	817	418	538	485	53	124	91	33	9,190	8,237	953	12,568	10,860	1,708
D/MENTAL HYGIENE	1,200	975	225	712	494	218	203	159	44	169	127	42	16,461	18,686	(-2225)	18,745	20,441	(-1696)
D/PUBLIC HEALTH	177	163	14	49	48	1	156	144	12	36	16	20	1,355	1,214	141	1,773	1,585	188
D/REHABILITATION	241	224	17	86	71	15	73	59	14	22	16	6	1,532	1,323	209	1,954	1,693	261
D/SOCIAL WELFARE	121	143	(-22)	68	64	4	104	78	26	11	10	1	1,447	1,472	(-25)	1,751	1,767	(-16)
D/YOUTH AUTHORITY	430	392	38	255	201	54	80	70	10	49	34	15	2,893	2,983	(-90)	3,707	3,680	27
RESOURCES	109	156	(-47)	252	274	(-22)	280	323	(-43)	99	122	(-23)	9,618	11,455	(-1837)	10,358	12,330	(-1972)
AIR RESOURCES BOARD	11	11	0	8	6	2	14	14	0	5	2	3	171	99	72	209	132	77
BAY CONSERVATION & DEVEL COM (INCL BOARD)	1	1	0	0	0	0	1	1	0	0	0	0	10	9	1	12	11	1
COLORADO RIVER BOARD	0	0	0	1	1	0	1	1	0	0	0	0	17	15	2	19	17	2
D/CONSERVATION	24	46	(-22)	81	98	(-17)	29	33	(-4)	34	45	(-11)	3,210	4,016	(-806)	3,378	4,238	(-860)
D/FISH & GAME (INCL WILDLIFE CONSERV BD)	7	6	1	26	17	9	24	20	4	4	4	0	1,351	1,288	63	1,412	1,335	77
STATE LANDS DIVISION	3	5	(-2)	2	3	(-1)	11	10	1	2	1	1	134	156	(-22)	152	175	(-23)
D/NAVIG & OCEAN DEVEL	0	0	0	1	2	(-1)	5	6	(-1)	0	0	0	56	73	(-17)	62	81	(-19)
D/PARKS & RECREATION	8	12	(-4)	36	38	(-2)	20	21	(-1)	18	20	(-2)	1,721	1,972	(-251)	1,803	2,063	(-260)
RECLAMATION BOARD	0	0	0	0	2	(-2)	1	8	(-7)	0	0	0	13	85	(-72)	14	95	(-81)
STATE WATER RESOURCES CONTROL BOARD	6	3	3	4	2	2	9	7	2	2	0	2	255	185	70	276	197	79
D/WATER RESOURCES	49	72	(-23)	93	105	(-12)	165	202	(-37)	34	50	(-16)	2,680	3,557	(-877)	3,021	3,986	(-965)

TABLE VI - ETHNIC COMPOSITION OF DEPARTMENTS - CONTD.

AGENCY AND DEPARTMENT	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL EMPLOYEES		
	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE
OTHER	617	621	(-4)	308	266	42	495	450	45	99	72	27	8,195	7,928	267	9,714	9,337	377
D/COMMERCE	66	55	11	12	9	3	2	2	0	2	2	0	100	99	1	182	167	15
COM ON TEACHER PREP & LICENSING	5	0	5	2	0	2	4	0	4	0	0	0	116	0	116	127	0	127
CONTROLLER	29	30	(-1)	13	10	3	67	62	5	11	8	3	429	461	(-32)	549	571	(-22)
COORDINATING COUNCIL ON HIGHER EDUCATION	2	1	1	0	0	0	1	0	1	1	0	1	31	36	(-5)	35	37	(-2)
COURTS & RELATED OFC	12	6	6	9	3	6	8	12	(-4)	1	1	0	365	285	80	395	307	88
D/EDUCATION	306	313	(-7)	90	78	12	84	80	4	24	20	4	1,753	1,871	(-118)	2,257	2,362	(-105)
OFFICE OF EMERG SVS	4	0	4	2	0	2	4	2	2	2	0	2	99	26	73	111	28	83
EQUALIZATION	43	58	(-15)	57	58	(-1)	109	104	5	11	10	1	2,076	2,111	(-35)	2,296	2,341	(-45)
FINANCE	6	5	1	1	4	(-3)	11	17	(-6)	3	3	0	197	233	(-36)	218	262	(-44)
BD OF GOVERNORS, COMMUNITY COLLEGES	6	1	5	4	4	0	7	5	2	2	2	0	66	39	27	85	51	34
GOVERNOR & LT GOVERNOR, & AGENCY SECRETARIES	4	3	1	5	3	2	4	1	3	0	0	0	151	141	10	164	148	16
D/JUSTICE	67	71	(-4)	66	56	10	108	82	26	17	13	4	1,528	1,309	219	1,786	1,531	255
LEGISLATIVE COUNS BUR	1	2	(-1)	1	3	(-2)	4	3	1	0	1	(-1)	135	127	8	141	136	5
MILITARY DEPT	48	61	(-13)	28	20	8	0	0	0	9	6	3	229	222	7	314	309	5
PUBLIC UTIL COMMISSION	11	10	1	5	5	0	68	67	1	13	5	8	643	687	(-44)	740	774	(-34)
STATE SCHOLARSHIP & LOAN	1	1	0	5	3	2	3	2	1	0	0	0	46	36	10	55	42	13
SECRETARY OF STATE	4	3	1	3	0	3	4	4	0	0	0	0	116	98	18	127	105	22
STATE TREASURER	1	1	0	4	6	(-2)	4	5	(-1)	2	0	2	62	55	7	73	67	6
OTHER	1	0	1	1	4	(-3)	3	2	1	1	1	0	53	92	(-39)	59	97	(-38)
GRAND TOTALS	7,476	6,910	566	5,215	4,291	924	4,358	4,144	214	1,301	1,116	185	97,295	101,282	(-3987)	115,645	117,741	(-2096)

Table VII (printed in this report for the first time) compares the ethnic composition of the State work force with the general population in metropolitan, mid-metropolitan, and nonmetropolitan counties. The data indicate that the percentage of Black and Oriental State employees generally reflects the percentage of the Black and Oriental representation in the community. However, the data also show that the percentage of Mexican-American and Other Non-White State employees is substantially less than the community representation of Mexican-Americans and Other Non-Whites.

TABLE VII - COMPARISON OF 1971 STATE WORK FORCE WITH REVISED 1970 CALIFORNIA CENSUS*

	<u>Black</u>	<u>Mexican-American</u>	<u>Oriental</u>	<u>Other Non-White</u>	<u>Caucasian</u>
METROPOLITAN COUNTIES					
Percent Metropolitan Population	8.99%	16.00%	2.43%	1.88%	70.70%
Percent State Employees	10.88%	5.38%	4.78%	1.47%	77.49%
MID-METROPOLITAN COUNTIES					
Percent Mid-Metropolitan Population	4.77%	14.82%	1.21%	2.07%	77.13%
Percent State Employees	4.65%	4.41%	4.72%	0.82%	85.40%
NON-METROPOLITAN COUNTIES					
Percent Nonmetropolitan Population	2.88%	14.76%	0.98%	2.54%	78.84%
Percent State Employees	3.03%	3.54%	1.44%	1.04%	90.95%
STATEWIDE					
Percent California Population	7.02%	15.54%	1.92%	2.05%	73.47%
Percent State Employees	6.47%	4.50%	3.77%	1.13%	84.13%

*US Census Bureau, Official 1970 Census.

Table VIII on page 10 (printed in this report for the first time) illustrates the geographic distribution and ethnic composition of the State workforce in metropolitan, mid-metropolitan, and nonmetropolitan counties. These data generally reflect the Statewide trend of increased minority employment as indicated by Table I.

TABLE VIII - GEOGRAPHIC DISTRIBUTION OF STATE WORK FORCE

COUNTY	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL		
	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69
METROPOLITAN	4,631	4,238	393	2,291	1,846	445	2,034	1,961	73	626	465	161	32,999	33,366	(-367)	42,581	41,876	705
ALAMEDA	744	729	15	181	130	51	265	251	14	71	44	27	3,509	3,205	304	4,770	4,359	411
CONTRA COSTA	118	110	8	30	32	(-2)	10	17	(-7)	12	10	2	620	713	(-93)	790	882	(-92)
LOS ANGELES	2,930	2,635	295	1,502	1,230	272	896	888	8	289	238	51	17,189	17,681	(-492)	22,806	22,672	134
ORANGE	56	43	13	182	121	61	27	17	10	19	12	7	3,189	3,210	(-21)	3,473	3,403	70
SAN FRANCISCO	597	593	4	191	171	20	752	720	32	193	130	63	5,124	5,485	(-361)	6,857	7,099	(-242)
SAN MATEO	69	32	37	32	14	18	20	15	5	7	4	3	918	545	373	1,046	610	436
SANTA CLARA	117	96	21	173	148	25	64	53	11	35	27	8	2,450	2,527	(-77)	2,839	2,851	(-12)
MID-METROPOLITAN	1,805	1,637	168	1,709	1,347	362	1,829	1,678	151	319	284	35	33,128	33,113	15	38,790	38,059	731
FRESNO	71	76	(-5)	166	146	20	67	66	1	11	13	(-2)	1,844	2,110	(-266)	2,159	2,411	(-252)
RIVERSIDE	126	117	9	143	100	43	13	6	7	15	15	0	1,572	1,511	61	1,869	1,749	120
SACRAMENTO	1,095	1,086	9	871	747	124	1,697	1,574	123	219	207	12	22,968	23,153	(-185)	26,850	26,767	83
SAN BERNARDINO	408	287	121	370	251	119	24	12	12	34	24	10	3,913	3,916	(-3)	4,749	4,490	259
SAN DIEGO	105	71	34	159	103	56	28	20	8	40	25	15	2,831	2,423	408	3,163	2,642	521
NON-METROPOLITAN	992	1,035	(-43)	1,180	1,096	84	408	505	(-97)	347	367	(-20)	30,171	34,804	(-4,633)	33,098	37,807	(-4,709)
ALPINE	0	0	0	0	0	0	0	0	0	1	0	1	12	12	0	13	12	1
AMADOR	21	28	(-7)	13	10	3	5	11	(-6)	5	4	1	380	455	(-75)	424	508	(-84)
BUTTE	5	5	0	10	5	5	2	1	1	6	6	0	480	424	56	503	441	62
CALAVERAS	3	1	2	0	6	(-6)	1	1	0	2	2	0	207	305	(-98)	213	315	(-102)
COLUSA	1	1	0	1	1	0	0	0	0	0	0	0	70	36	34	72	38	34
DEL NORTE	0	0	0	0	0	0	0	0	0	1	0	1	46	106	(-60)	47	106	(-59)
EL DORADO	1	2	(-1)	1	2	(-1)	0	1	(-1)	2	3	(-1)	238	293	(-55)	242	301	(-59)
GLENN	1	0	1	2	2	0	1	0	1	0	0	0	68	30	38	72	32	40
HUMBOLDT	0	0	0	2	6	(-4)	0	1	(-1)	11	11	0	797	1,030	(-233)	810	1,048	(-238)
IMPERIAL	6	4	2	41	36	5	2	2	0	0	2	(-2)	129	155	(-26)	178	199	(-21)

TABLE VIII - GEOGRAPHIC DISTRIBUTION OF STATE WORK FORCE - CONTD.

COUNTY	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL		
	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69
INYO	1	0	1	7	3	4	1	0	1	5	4	1	305	281	24	319	288	31
KERN	39	41	(-2)	109	105	4	13	11	2	3	6	(-3)	1,067	1,157	(-90)	1,231	1,320	(-89)
KINGS	9	9	0	7	4	3	0	0	0	3	4	(-1)	82	74	8	101	91	10
LAKE	0	5	(-5)	1	2	(-1)	0	0	0	0	2	(-2)	84	245	(-161)	85	254	(-169)
LASSEN	1	1	0	5	5	0	0	0	0	11	9	2	360	417	(-57)	377	432	(-55)
MADERA	6	4	2	11	14	(-3)	1	0	1	0	0	0	88	149	(-61)	106	167	(-61)
MARIN	19	52	(-33)	10	17	(-7)	11	22	(-11)	3	9	(-6)	517	824	(-307)	560	924	(-364)
MARIPOSA	2	1	1	4	5	(-1)	0	0	0	3	0	3	116	104	12	125	110	15
MENDOCINO	11	11	0	5	2	3	5	2	3	14	22	(-8)	1,045	1,234	(-189)	1,080	1,271	(-191)
MERCED	2	3	(-1)	18	12	6	2	0	2	13	14	(-1)	347	339	8	382	368	14
MODOC	0	0	0	0	0	0	2	0	2	1	2	(-1)	38	39	(-1)	41	41	0
MONO	0	0	0	0	0	0	0	1	(-1)	4	5	(-1)	100	62	38	104	68	36
MONTEREY	53	45	8	84	66	18	10	16	(-6)	13	14	(-1)	1,121	1,079	42	1,281	1,220	61
NAPA	135	136	(-1)	32	32	0	25	18	7	22	25	(-3)	2,360	2,434	(-74)	2,574	2,645	(-71)
NEVADA	0	0	0	2	0	2	1	2	(-1)	0	1	(-1)	158	227	(-69)	161	230	(-69)
PLACER	3	9	(-6)	14	17	(-3)	9	14	(-5)	4	5	(-1)	496	1,201	(-705)	526	1,246	(-720)
PLUMAS	0	0	0	1	0	1	0	0	0	0	0	0	53	75	(-22)	54	75	(-21)
SAN BENITO	1	1	0	0	5	(-5)	1	0	1	0	0	0	26	80	(-54)	28	86	(-58)
SAN JOAQUIN	150	188	(-38)	151	149	2	118	114	4	50	66	(-16)	2,910	3,230	(-320)	3,379	3,747	(-368)
SAN LUIS OBISPO	39	36	3	75	64	11	12	9	3	23	16	7	2,346	2,453	(-107)	2,495	2,578	(-83)
SANTA BARBARA	14	11	3	43	31	12	8	8	0	3	4	(-1)	465	544	(-79)	533	598	(-65)
SANTA CRUZ	0	4	(-4)	10	18	(-8)	3	2	1	1	1	0	278	384	(-106)	292	409	(-117)
SHASTA	6	3	3	5	9	(-4)	3	3	0	11	20	(-9)	1,089	1,139	(-50)	1,114	1,174	(-60)
SIERRA	0	0	0	0	0	0	0	0	0	1	0	1	19	16	3	20	16	4
SISKIYOU	1	1	0	2	1	1	0	0	0	2	4	(-2)	194	247	(-53)	199	253	(-54)
SOLANO	80	61	19	29	12	17	8	8	0	24	10	14	1,315	992	323	1,456	1,083	373
SONOMA	79	91	(-12)	34	20	14	21	17	4	19	15	4	2,628	2,712	(-84)	2,781	2,855	(-74)

TABLE VIII - GEOGRAPHIC DISTRIBUTION OF STATE WORK FORCE - CONTD.

COUNTY	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL		
	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69
STANISLAUS	5	3	2	18	30	(-12)	6	6	0	2	7	(-5)	365	1,089	(-724)	396	1,135	(-739)
SUTTER	3	1	2	3	6	(-3)	4	2	2	0	0	0	149	194	(-45)	159	203	(-44)
TEHAMA	6	12	(-6)	2	3	(-1)	0	2	(-2)	1	1	0	188	311	(-123)	197	329	(-132)
TRINITY	0	7	(-7)	0	7	(-7)	0	1	(-1)	1	1	0	69	127	(-58)	70	143	(-73)
TULARE	115	105	10	180	149	31	77	164	(-87)	32	17	15	2,904	3,362	(-458)	3,308	3,797	(-489)
TUOLUMNE	2	1	1	8	9	(-1)	0	0	0	8	8	0	304	399	(-95)	322	417	(-95)
VENTURA	151	103	48	207	164	43	15	14	1	21	15	6	2,634	2,693	(-59)	3,028	2,989	39
YOLO	2	29	(-27)	13	50	(-37)	3	5	(-2)	5	18	(-13)	288	773	(-485)	311	875	(-564)
YUBA	19	20	(-1)	20	17	3	38	47	(-9)	16	14	2	1,117	1,196	(-79)	1,210	1,294	(-84)
OUT OF STATE	3	0	3	1	0	1	0	0	0	1	0	1	114	75	39	119	75	44

EMPLOY — MINORITIES
March 23, 1972

For Information Contact:

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Results of the state's fifth ethnic census show the number of minority employees increased by almost 1,900 during the past two years.

The progress toward a racially balanced workforce was made despite an overall decline of 2,100 in total state employment.

From September, 1969, to November 1971, the number of black employees increased by 566, Mexican-Americans by 926, Oriental by 214, and other non-white by 185.

During the same period, total employment dropped from 117,741 to 115,645, including full time, part time, seasonal and temporary employees. The number of minority state employees increased from 16,459 to 18,350 in the same period.

"Considering the generally depressed labor market and the reduction in the state workforce, we feel we are making progress toward providing employment and public service career opportunities for minorities," said Richard L. Camilli, executive officer of the State Personnel Board.

Camilli said the increase in minority employment was due to a considerable extent to the state's affirmative action efforts, particularly through the Career Opportunities Development Program.

The census also shows a continuation of the trend, noted in the 1969 survey, of minority state employees moving into supervisory level and professional occupations.

Although minority employment increased, minority median salaries were still below the median for Caucasians.

Camilli said this lower median is at least partially due to affirmative efforts which resulted in the hiring of significant numbers of minority workers into entry level positions. This situation should change as they move up the ladder into higher paying jobs, Camilli predicted.

Camilli said he could not provide more specific details on salaries since the present reporting system provides only general information. He said the board is completing a more sophisticated automated census system, which will provide more definitive information.

"We do know," he said, "that a number of departments will be asked to make a greater effort to hire members of the various minorities."

"The governor, the legislature, and the personnel board are committed to a strong affirmative action program. We will continue to make every effort to carry it out," Camilli said.

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March 24, 1972

For Information Contact:

Richard L. Camilli
 State Personnel Board
 801 Capitol Mall
 Phone: 445-5291

Here is some additional information which should be helpful to you in the stories you write regarding the state's fifth ethnic census. This adds to yesterday's State Personnel Board release on this matter.

From September 1969 to November 1971, the period of the census when the state's total employee work force was declining by 1.8%, the number of minority employees in state service was increasing 11.4%.

During this same two-year period, black employment was going up 8.2%, the number of Mexican-Americans in state service increased by 21.6%, Oriental was up 5.16% and other non-white employment with the state was going up 16.6%.

While the number of minority state employees was increasing significantly, the state's Caucasian work force was declining by 4%.

In the census period, the number of Black, Mexican-American and Caucasian personnel in supervisory, professional, and administrative positions was increasing or decreasing as follows:

Change in Number (by Ethnic Groups) in Supervisory,
 Professional and Administrative Classes

<u>Occupational Area</u>	<u>Black</u>	<u>Mexican-American</u>	<u>Caucasian</u>
Supervisory, Clerical	+ 2.1%	+ 10.2%	- 1.2%
Supervisory, Crafts and Trades	+ 36.8%	+ 29.1%	+ 2.5%
Professional	+ 2.2%	+ 16.8%	- 4.0%
Supervisory, Professional	+ 7.9%	+ 22.2%	+ .1%
Supervisory, Sub-Professional/Technical	+ 2.9%	0.0%	- 10.5%
Supervisory, Law Enforcement	+ 150.0%	+ 70.0%	+ 10.9%
Supervisory, Field Representative	+ 24.0%	+ 31.3%	+ 7.9%
Administrative Staff	+ 375.0%	+ 271.4%	+ 5.2%
Administrative Line	+ 176.9%	+ 63.6%	+ 21.8%

(Percentages show change from number in each group in 1969.)

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IR- 342
FOR RELEASE: upon receipt

JOB BIAS COMPLAINTS BY MEXICAN AMERICANS SET FOR HEARING IN LOS ANGELES MARCH 29-30 AND APRIL 4

Evidence in two complaints of employment discrimination filed by men of Mexican American ancestry against Los Angeles firms are scheduled to be heard before the State Fair Employment Practice Commission. The first, set for Wednesday and Thursday, March 29-30, concerns the complaint of Ernest Cortes against Lockheed Electronics Co., Inc., that he was terminated from employment as an engineer because of his Mexican ancestry.

The second hearing, to be held Tuesday, April 4, involves the allegation of Sam Felix that the reason for his discharge from the Builders Brass Works Corp. was that he had filed a previous complaint with FEPC. Both hearings will start at 9:30 a.m. at 314 West First Street in Los Angeles.

According to the accusation filed by Commissioner Stella C. Sandoval in the Cortes case, he was the only Mexican American engineer in his department at the time of his June 1970 layoff, although the Lockheed facility is located in East Los Angeles, the largest settlement of Mexican people in the world outside of Mexico proper. It further alleges he was denied promotions he applied for, although personnel less qualified than he were promoted over him, and that while the reason given for his termination was "lack of work", at the time of his layoff he was involved in projects scheduled to take at least a year to complete.

Mr. Felix, a production worker for Builders Brass Works was terminated May 17, 1971, while he was on a medical leave of absence. In April he had filed with FEPC a complaint of discrimination because he believed his demotion from the job of foreman was due to his ancestry. He alleges his subsequent discharge was a retaliatory action by the respondent.

The public hearings result from accusations filed by an FEP commissioner after attempts to conciliate the matters privately were unsuccessful. Neither Jacob R. Stuchen, commissioner in the Felix complaint, nor Mrs. Sandoval will participate in the hearings on their cases.

BROADWAY DEPARTMENT STORES DECISION ANNOUNCED

Results of another hearing on an employment discrimination case held in Los Angeles February 11 have been announced by the panel of three commissioners that heard the evidence. The hearing involved the complaint of Ron Martin, a Negro, that he was discharged as a credit analyst for Broadway Department Stores for unjust cause and because of his race. The hearing panel found that the evidence did not support the allegations and dismissed the accusation.

The Fair Employment Practice Act, which FEPC is charged with administering, provides that when conciliation endeavors fail, a panel of commissioners or a hearing officer will hear the evidence, decide whether an act of discrimination occurred and, if so, issue orders for a remedy.



CALIFORNIA STATE PERSONNEL BOARD
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Executive Officer

REPORT TO THE GOVERNOR AND THE LEGISLATURE
ON THE
1971 ETHNIC CENSUS OF STATE EMPLOYEES

March 24, 1972

1971 ETHNIC CENSUS OF STATE EMPLOYEES

This is the report for the fifth ethnic census of all State service employees, and is based on the November 1, 1971 payroll. The last ethnic census was taken in 1969, based on the September, 1969 payroll, and is used for comparison in this report. Ethnic data for each of these surveys were collected by supervisory personnel who observed their employees and designated each employee's ethnic origin.

The employment figures contained in this report include full-time, part-time, seasonal, and temporary employees. Total State employment decreased from 117,741 in 1969, to 115,645 in 1971; a net decrease of 2,096. However, during this same period the number of minority employees increased from 16,459 in 1969 to 18,350 in 1971: a net increase of 1,891.

The statistical data are arranged in the following eight tables to present a more vivid illustration of the census:

Table I shows the numerical and percentage changes in the ethnic composition of the State employee work force since the 1969 census. The data indicate increases in the number of minority group employees: 566 Black (8.19% increase), 926 Mexican-American (21.59% increase), 214 Oriental (5.16% increase), and 185 Other Non-White (16.58% increase).

TABLE I - STATEWIDE WORKFORCE

	<u>Black</u>	<u>Mexican-American</u>	<u>Oriental</u>	<u>Other Non-White</u>	<u>Caucasian</u>	<u>Total</u>
<u>1971</u>	7,476 (6.47%)	5,215 (4.50%)	4,358 (3.77%)	1,301 (1.13%)	97,295 (84.13%)	115,645 (100%)
<u>1969</u>	6,910 (5.87%)	4,289 (3.64%)	4,144 (3.52%)	1,116 (0.95%)	101,282 (86.02%)	117,741 (100%)
<u>Gross Change</u>	566	926	214	185	-3,987	-2,096
<u>Percent Change</u>	8.19%	21.59%	5.16%	16.58%	-3.94%	-1.78%

Table II compares the median salaries for each ethnic group. These data are influenced by the State Personnel Board's Career Opportunity Development Program which has enabled significant numbers of minorities to enter the system at entry level positions and upgrade their skills on the job. Also influencing the data is the declining number of employees, specifically the significant decrease of Caucasian employees as indicated by Table I.

Additionally, the base from which these data are developed is not uniform because it includes full time, part time, and seasonal employees. Future reports produced by the new permanent ethnic data reporting system which is currently being developed, will distinguish these different types of employment and provide more comprehensive salary comparisons.

TABLE II - SALARY COMPARISONS (Median)

	<u>Black</u>	<u>Mexican-American</u>	<u>Oriental</u>	<u>Other Non-White</u>	<u>Caucasian</u>
<u>1971</u>	\$7,572	\$7,728	\$8,604	\$8,112	\$9,396
<u>1969</u>	7,008	7,428	8,112	7,812	8,604
<u>Dollar Change</u>	564	300	492	300	792
<u>Percent Change</u>	8.05%	4.04%	5.72%	3.70%	8.45%

Came in at entry level
lowest salary level

TABLE III INDICATES THE NUMERICAL AND PERCENTAGE CHANGES IN THE ETHNIC COMPOSITION OF THE VARIOUS OCCUPATIONS AND JOB LEVELS. MINORITIES MOVED INTO THE PROFESSIONAL AND ADMINISTRATIVE OCCUPATIONS WHICH HAVE TRADITIONALLY HAD A HIGH CONCENTRATION OF CAUCASIAN EMPLOYEES. THE PERCENTAGE OF CAUCASIAN EMPLOYEES IN THE PROFESSIONAL CLASSES DROPPED 4.01% WHILE EACH MINORITY GROUP EXPERIENCED AN INCREASE.

THE DATA ALSO INDICATE THE UPGRADING OF MINORITY EMPLOYEES WITHIN SEVERAL CAREER LADDERS. THE MINORITY RATE OF INCREASE IN THE SUPERVISORY PROFESSIONAL CLASSES WAS AS HIGH AS 22.22% (42 MEXICAN-AMERICANS) WHERE THE CAUCASIAN RATE OF INCREASE WAS ONLY 0.12% (13 POSITIONS). SIMILARLY IN THE SUPERVISORY JANITOR AND CUSTODIAL CLASSES, THE PERCENTAGE OF MINORITIES INCREASED FROM 80.99% (295 BLACKS) TO 225.00% (130 MEXICAN-AMERICANS). PARTICULARLY SIGNIFICANT AND INDICATIVE OF THE IMPACT OF THE STATE PERSONNEL BOARD'S CAREER OPPORTUNITIES DEVELOPMENT PROGRAM IS THE SUBPROFESSIONAL OCCUPATIONAL GROUP. FROM 1966 TO 1969 THE PERCENTAGE OF BLACKS WITHIN THIS GROUP DROPPED 11.11%, YET FROM 1969 TO 1971 THE TREND WAS REVERSED TO PRODUCE SIGNIFICANT INCREASES OF MINORITY PERSONNEL (BLACK, 16.04%; MEXICAN-AMERICAN, 37.46%; AND OTHER NON-WHITE, 22.82%) DESPITE AN OVERALL REDUCTION (7.80%) IN THE NUMBER OF THESE JOBS.

TABLE III ETHNIC COMPOSITION OF EMPLOYMENT OCCUPATIONAL GROUPS

OCCUPATIONAL GROUP	1971						NET INCREASE AND DECREASE FROM 1969						PERCENT NET INCREASE AND DECREASE FROM 1969					
	BLACK	MEX-AMER.	ORIENTAL	OTHER NON-WHITE	CAUCASIAN	TOTAL EMPLOYEES	BLACK	MEX-AMER.	ORIENTAL	OTHER NON-WHITE	CAUCASIAN	TOTAL EMPLOYEES	BLACK	MEX-AMER.	ORIENTAL	OTHER NON-WHITE	CAUCASIAN	TOTAL EMPLOYEES
1. CLERICAL	1,654	1,046	1,403	373	17,332	21,808	31	58	38	102	(-682)	(-453)	1.91%	5.87%	2.78%	37.63%	(-3.79%)	(-2.03%)
2. SUPV. CLERICAL	298	216	477	58	5,708	6,757	6	20	23	0	(-69)	(-20)	2.05%	10.20%	5.07%	0%	(-1.19%)	(-.30%)
3. LABORER	386	350	62	66	3,892	4,756	(-22)	22	7	(-5)	(-819)	(-817)	(-5.39%)	6.71%	12.73%	(-7.04%)	(-17.38%)	(-14.66%)
4. CRAFTS AND TRADES	145	223	34	47	4,290	4,739	16	41	12	4	320	393	12.4%	22.53%	54.55%	9.30%	8.06%	9.04%
5. SUPV. CRAFTS & TRADES	93	102	15	34	3,170	3,414	25	23	2	7	77	134	36.76%	29.11%	15.38%	25.93%	2.49%	4.09%
6. PROFESSIONAL	1,026	683	1,026	257	15,589	18,581	22	98	54	7	(-652)	(-471)	2.19%	16.75%	5.56%	2.80%	(-4.01%)	(-2.47%)
7. SUPV. PROFESSIONAL	273	231	496	72	10,764	11,836	20	42	31	17	13	123	7.91%	22.22%	6.67%	30.91%	.12%	1.05%
8. SUB-PROF./TECHNICAL	1,541	1,409	449	183	15,530	19,112	213	384	(-29)	34	(-2,221)	(-1,619)	16.04%	37.46%	(-6.07%)	22.82%	(-12.51%)	(-7.80%)
9. SUPV. SUB-PROF./TECH.	143	114	144	25	4,203	4,629	4	0	(-2)	(-8)	(-491)	(-497)	2.88%	0%	(-1.37%)	(-24.24%)	(-10.46%)	(-9.70%)
10. LAW ENFORCEMENT	95	138	3	33	4,820	5,089	2	12	0	(-4)	61	71	2.15%	9.52%	0%	(-10.81%)	1.28%	1.41%
11. SUPV. LAW ENFORCEMENT	5	17	0	4	867	893	3	7	0	0	85	95	150.00%	70.00%	0%	0%	10.86%	11.90%
12. FIELD REPRESENTATIVE	197	154	100	31	2,992	3,474	95	43	30	(-2)	328	494	93.14%	38.74%	42.86%	(-6.06%)	12.31%	16.58%
13. SUPV. FIELD REP.	31	42	34	6	1,714	1,827	6	10	12	2	125	155	24.00%	31.25%	54.55%	50.00%	7.87%	9.27%
14. ADMINISTRATIVE STAFF	57	26	58	7	1,232	1,380	45	19	22	4	61	151	375.00%	271.43%	61.11%	133.33%	5.21%	12.29%
15. ADMINISTRATIVE LINE	36	18	6	3	905	968	23	7	2	1	162	195	176.92%	63.64%	50.00%	50.00%	21.80%	25.22%
16. JANITOR, CUSTODIAN	1,187	303	35	81	2,685	4,291	(-52)	48	10	17	(-378)	(-355)	(-4.20%)	18.82%	40.00%	26.56%	(-12.34%)	(-7.64%)
17. SUPV. JANITOR, CUSTODIAN	295	130	7	20	1,112	1,564	132	90	4	10	133	369	80.99%	225.00%	133.33%	100.00%	13.58%	30.88%
18. BOARD AND COM MEMBERS	14	13	9	1	490	527	(-3)	2	(-2)	(-1)	(-40)	(-44)	(-17.65%)	18.18%	(-18.18%)	(-50.00%)	(-7.55%)	(-7.71%)
GRAND TOTALS	7,476	5,215	4,358	1,301	97,295	115,645	566	926	214	185	(-3,987)	(-2,096)	8.19%	21.59%	5.16%	16.58%	(-3.94%)	(-1.78%)

Table IV illustrates the relative percentage each ethnic group comprises of the various occupational groups. The data indicate movement toward a more racially balanced work force among the occupational groups. The group concentration of Caucasian employees was diminished in 14 of the 18 groups. Substantial increases in the proportion of minority personnel occurred in the subprofessional (14% to 19%), field representative (10% to 14%), administrative staff (5% to 10%), administrative line (4% to 7%), and supervisory janitorial (18% to 29%) occupational groups.

TABLE IV - ETHNIC COMPOSITION PERCENTAGES OF EACH OCCUPATIONAL AREA

<u>Occupational Area</u>	<u>Black</u>		<u>Mexican-American</u>		<u>Oriental</u>		<u>Other Non-White</u>		<u>Combined Minority</u>		<u>Caucasian</u>	
	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>	<u>1971</u>	<u>1969</u>
1. Clerical	8%	7%	5%	5%	6%	6%	2%	1%	21%	19%	79%	81%
2. Supervising Clerical	4	4	3	3	7	7	1	1	15	15	85	85
3. Laborer	8	7	7	6	1	1	2	1	18	15	82	85
4. Crafts and Trades	3	3	5	4	1	*	1	1	10	8	90	92
5. Supervisor Crafts and Trades	3	2	3	3	*	*	1	1	7	6	93	94
6. Professional	5	5	4	3	6	5	1	1	16	14	84	86
7. Supervising Professional	2	2	2	2	4	4	1	*	9	8	91	92
8. Sub-Professional/ Technical	8	6	8	5	2	2	1	1	19	14	81	86
9. Supervising Sub-Professional/ Technical	3	3	2	2	3	3	1	1	9	9	91	91
10. Law Enforcement	2	2	3	2	*	*	*	1	5	5	95	95
11. Supervising Law Enforcement	1	*	2	1	*	*	*	1	3	2	97	98
12. Field Representative	6	3	4	4	3	2	1	1	14	10	86	90
13. Supervising Field Representative	2	2	2	2	2	1	*	*	6	5	94	95
14. Administrative Staff	4	1	2	1	4	3	*	*	10	5	90	95
15. Administrative Line	4	2	2	1	1	1	*	*	7	4	93	96
16. Janitor, Custodian	28	27	7	5	1	1	2	1	38	34	62	66
17. Supervising Janitor, Custodian	19	14	8	3	1	*	1	1	29	18	71	82
18. Board and Commission Members	3	3	2	2	2	2	*	*	7	7	93	93

*Less than 0.5%

Table V compares the percentage of each ethnic group employed in the various occupational areas. The data show that the proportion of minority groups to Caucasians is substantially greater in the clerical, subprofessional, and janitorial occupations than the proportion of Caucasians. For example, 16% of all Blacks work in a janitorial class while only 3% of the Caucasian employees hold similar jobs. However, the data also indicate that the relative proportion of Blacks, Mexican-Americans, and Orientals employed in clerical classes have moved closer to approximate the proportion of Caucasians in comparable jobs. Additionally, the percentage of the Black and Other Non-White ethnic groups moved upward to equal the proportion of Caucasians employed in administrative staff jobs.

TABLE V - PERCENTAGE OF EACH ETHNIC GROUP WITHIN EACH OCCUPATIONAL AREA

Occupational Area	Black		Mexican-American		Oriental		Other Non-White		Caucasian	
	1971	1969	1971	1969	1971	1969	1971	1969	1971	1969
1. Clerical	22%	23%	20%	23%	32%	33%	29%	24%	18%	18%
2. Supervising Clerical	4	4	4	5	11	11	4	5	6	6
3. Laborer	5	6	7	8	1	1	5	6	4	5
4. Crafts and Trades	2	2	4	4	1	1	4	4	4	4
5. Supervisor Crafts and Trades	1	1	2	2	*	*	3	2	3	3
6. Professional	14	15	13	14	24	23	20	22	16	16
7. Supervising Professional	4	4	4	4	11	11	6	5	11	10
8. Sub-Professional/Technical	21	19	27	24	10	12	14	13	16	17
9. Supervising Sub-Professional/ Technical	2	2	2	3	3	4	2	3	4	5
10. Law Enforcement	1	1	3	3	*	*	2	3	5	5
11. Supervising Law Enforcement	*	*	*	*	*	*	*	*	1	1
12. Field Representative	3	1	3	2	2	2	2	3	3	2
13. Supervising Field Representative	*	*	1	1	1	*	*	*	2	1
14. Administrative Staff	1	*	*	*	1	1	1	*	1	1
15. Administrative Line	*	*	*	*	*	*	*	*	1	1
16. Janitor, Custodian	16	18	6	6	1	1	6	6	3	3
17. Supervising Janitor, Custodian	4	2	2	1	*	*	2	1	1	1
18. Board and Commission Members	*	*	*	*	*	*	*	*	1	1
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

*Less than 0.5%

TABLE VI ILLUSTRATES THE ETHNIC COMPOSITION OF THE STATE DEPARTMENTS AND AGENCIES. THIS REFLECTS IN MORE DETAIL THE GENERAL INCREASE OF MINORITY GROUP EMPLOYEES AND THE OVERALL REDUCTION OF THE WORK FORCE AS INDICATED BY TABLE I. PARTICULARLY SIGNIFICANT IS THE FACT THAT THE DEPARTMENTS IN THE HUMAN RELATIONS AGENCY HAVE HIRED 1,903 ADDITIONAL MINORITIES SINCE 1969, AND YET THERE HAVE BEEN ONLY 1,174 NEW JOBS ESTABLISHED SINCE THAT DATE.

TABLE VI - ETHNIC COMPOSITION OF DEPARTMENTS

AGENCY AND DEPARTMENT	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL EMPLOYEES		
	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE
AGRICULTURE & SERVICES	964	1,057	(-93)	431	456	(-25)	583	564	19	174	174	0	11,155	12,049	(-894)	13,307	14,300	(-993)
DEPT/AGRICULTURE	22	38	(-16)	50	82	(-32)	90	79	11	25	30	(-5)	1,808	2,214	(-406)	1,995	2,443	(-448)
COMPENSATION INS FUND	81	110	(-29)	71	69	2	72	68	4	41	43	(-2)	1,149	1,256	(-107)	1,414	1,546	(-132)
DEPT/CONSUMER AFFAIRS	29	32	(-3)	21	17	4	30	24	6	5	5	0	909	922	(-13)	994	1,000	(-6)
FIRE MARSHAL	2	2	0	0	0	0	2	1	1	0	2	(-2)	67	74	(-7)	71	79	(-8)
FRANCHISE TAX BOARD	55	76	(-21)	52	64	(-12)	116	135	(-19)	23	31	(-8)	1,191	1,272	(-81)	1,437	1,578	(-141)
DEPT/GENERAL SERVICES	625	639	(-14)	152	132	20	131	134	(-3)	44	29	15	2,899	3,134	(-235)	3,851	4,068	(-217)
DEPT/INDUSTRIAL REL	90	105	(-15)	39	52	(-13)	70	76	(-6)	18	15	3	1,195	1,359	(-164)	1,412	1,607	(-195)
STATE PERSONNEL BOARD	33	25	8	18	17	1	17	12	5	4	7	(-3)	482	496	(-14)	554	557	(-3)
PUBLIC EMPL RET SYST	5	6	(-1)	7	4	3	21	16	5	1	0	1	315	284	31	349	310	39
TEACHERS' RET SYST	5	6	(-1)	3	4	(-1)	23	10	13	1	1	0	235	156	79	267	177	90
D/VA (INCL VETS HOME)	17	18	(-1)	18	15	3	11	9	2	12	11	1	905	882	23	963	935	28
BUSINESS & TRANSPORTATION	1,547	1,568	(-21)	1,406	1,328	78	1,734	1,731	3	425	375	50	28,996	29,799	(-803)	34,108	34,801	(-693)
D/AERONAUTICS	1	4	(-3)	0	0	0	0	0	0	0	0	0	27	28	(-1)	28	32	(-4)
D/ABC (INCL APPEALS Bd)	13	16	(-3)	15	17	(-2)	11	12	(-1)	3	3	0	382	392	(-10)	424	440	(-16)
CALIF HIGHWAY PATROL	248	216	32	268	232	36	67	51	16	65	60	5	7,039	6,987	52	7,687	7,546	141
D/CORPORATIONS	11	11	0	4	5	(-1)	32	34	(-2)	6	5	1	211	215	(-4)	264	270	(-6)
D/HOUSING & COM DEVEL	3	3	0	1	1	0	4	4	0	0	0	0	124	122	2	132	130	2
D/INSURANCE	7	10	(-3)	8	8	0	20	20	0	4	2	2	229	243	(-14)	268	283	(-15)
D/MOTOR VEHICLES	438	459	(-21)	305	300	5	450	445	5	70	70	0	5,390	5,744	(-354)	6,653	7,018	(-365)
D/PUBLIC WORKS	809	833	(-24)	797	754	43	1,112	1,129	(-17)	266	227	39	15,223	15,705	(-482)	18,207	18,648	(-441)
D/REAL ESTATE	14	10	4	7	8	(-1)	9	7	2	8	5	3	181	167	14	219	197	22
D/SAVINGS & LOAN	2	4	(-2)	1	1	0	27	26	1	3	3	0	115	125	(-10)	148	159	(-11)
D/STATE BANKING	1	2	(-1)	0	2	(-2)	2	3	(-1)	0	0	0	75	71	4	78	78	0

TABLE VI - ETHNIC COMPOSITION OF DEPARTMENTS - CONTD.

AGENCY AND DEPARTMENT	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL EMPLOYEES		
	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE
HUMAN RELATIONS	4,239	3,508	731	2,818	1,967	851	1,266	1,076	190	504	373	131	39,331	40,051	(-720)	48,158	46,975	1,183
D/CORRECTIONS	481	376	105	388	271	117	78	59	19	68	77	(-9)	5,782	5,916	(-134)	6,797	6,699	98
D/HEALTH CARE SERVICES	108	5	103	25	1	24	34	22	12	25	2	23	671	220	451	863	250	613
D/HRD	1,481	1,230	251	1,235	817	418	538	485	53	124	91	33	9,190	8,237	953	12,568	10,860	1,708
D/MENTAL HYGIENE	1,200	975	225	712	494	218	203	159	44	169	127	42	16,461	18,686	(-2225)	18,745	20,441	(-1696)
D/PUBLIC HEALTH	177	163	14	49	48	1	156	144	12	36	16	20	1,355	1,214	141	1,773	1,585	188
D/REHABILITATION	241	224	17	86	71	15	73	59	14	22	16	6	1,532	1,323	209	1,954	1,693	261
D/SOCIAL WELFARE	121	143	(-22)	68	64	4	104	78	26	11	10	1	1,447	1,472	(-25)	1,751	1,767	(-16)
D/YOUTH AUTHORITY	430	392	38	255	201	54	80	70	10	49	34	15	2,893	2,983	(-90)	3,707	3,680	27
RESOURCES	109	156	(-47)	252	274	(-22)	280	323	(-43)	99	122	(-23)	9,618	11,455	(-1837)	10,358	12,330	(-1972)
AIR RESOURCES BOARD	11	11	0	8	6	2	14	14	0	5	2	3	171	99	72	209	132	77
BAY CONSERVATION & DEVEL COM (INCL BOARD)	1	1	0	0	0	0	1	1	0	0	0	0	10	9	1	12	11	1
COLORADO RIVER BOARD	0	0	0	1	1	0	1	1	0	0	0	0	17	15	2	19	17	2
D/CONSERVATION	24	46	(-22)	81	98	(-17)	29	33	(-4)	34	45	(-11)	3,210	4,016	(-806)	3,378	4,238	(-860)
D/FISH & GAME (INCL WILDLIFE CONSERV BD)	7	6	1	26	17	9	24	20	4	4	4	0	1,351	1,288	63	1,412	1,335	77
STATE LANDS DIVISION	3	5	(-2)	2	3	(-1)	11	10	1	2	1	1	134	156	(-22)	152	175	(-23)
D/NAVIG & OCEAN DEVEL	0	0	0	1	2	(-1)	5	6	(-1)	0	0	0	56	73	(-17)	62	81	(-19)
D/PARKS & RECREATION	8	12	(-4)	36	38	(-2)	20	21	(-1)	18	20	(-2)	1,721	1,972	(-251)	1,803	2,063	(-260)
RECLAMATION BOARD	0	0	0	0	2	(-2)	1	8	(-7)	0	0	0	13	85	(-72)	14	95	(-81)
STATE WATER RESOURCES CONTROL BOARD	6	3	3	4	2	2	9	7	2	2	0	2	255	185	70	276	197	79
D/WATER RESOURCES	49	72	(-23)	93	105	(-12)	165	202	(-37)	34	50	(-16)	2,680	3,557	(-877)	3,021	3,986	(-965)

TABLE VI - ETHNIC COMPOSITION OF DEPARTMENTS - CONTD.

AGENCY AND DEPARTMENT	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL EMPLOYEES		
	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE	1971	1969	CHANGE
OTHER	617	621	(-4)	308	266	42	495	450	45	99	72	27	8,195	7,928	267	9,714	9,337	377
D/COMMERCE	66	55	11	12	9	3	2	2	0	2	2	0	100	99	1	182	167	15
COM ON TEACHER PREP & LICENSING	5	0	5	2	0	2	4	0	4	0	0	0	116	0	116	127	0	127
CONTROLLER	29	30	(-1)	13	10	3	67	62	5	11	8	3	429	461	(-32)	549	571	(-22)
COORDINATING COUNCIL ON HIGHER EDUCATION	2	1	1	0	0	0	1	0	1	1	0	1	31	36	(-5)	35	37	(-2)
COURTS & RELATED OFC	12	6	6	9	3	6	8	12	(-4)	1	1	0	365	285	80	395	307	88
D/EDUCATION	306	313	(-7)	90	78	12	84	80	4	24	20	4	1,753	1,871	(-118)	2,257	2,362	(-105)
OFFICE OF EMERG SVS	4	0	4	2	0	2	4	2	2	2	0	2	99	26	73	111	28	83
EQUALIZATION	43	58	(-15)	57	58	(-1)	109	104	5	11	10	1	2,076	2,111	(-35)	2,296	2,341	(-45)
FINANCE	6	5	1	1	4	(-3)	11	17	(-6)	3	3	0	197	233	(-36)	218	262	(-44)
BD OF GOVERNORS, COMMUNITY COLLEGES	6	1	5	4	4	0	7	5	2	2	2	0	66	39	27	85	51	34
GOVERNOR & LT GOVERNOR, & AGENCY SECRETARIES	4	3	1	5	3	2	4	1	3	0	0	0	151	141	10	164	148	16
D/JUSTICE	67	71	(-4)	66	56	10	108	82	26	17	13	4	1,528	1,309	219	1,786	1,531	255
LEGISLATIVE COUNS BUR	1	2	(-1)	1	3	(-2)	4	3	1	0	1	(-1)	135	127	8	141	136	5
MILITARY DEPT	48	61	(-13)	28	20	8	0	0	0	9	6	3	229	222	7	314	309	5
PUBLIC UTIL COMMISSION	11	10	1	5	5	0	68	67	1	13	5	8	643	687	(-44)	740	774	(-34)
STATE SCHOLARSHIP & LOAN	1	1	0	5	3	2	3	2	1	0	0	0	46	36	10	55	42	13
SECRETARY OF STATE	4	3	1	3	0	3	4	4	0	0	0	0	116	98	18	127	105	22
STATE TREASURER	1	1	0	4	6	(-2)	4	5	(-1)	2	0	2	62	55	7	73	67	6
OTHER	1	0	1	1	4	(-3)	3	2	1	1	1	0	53	92	(-39)	59	97	(-38)
GRAND TOTALS	7,476	6,910	566	5,215	4,291	924	4,358	4,144	214	1,301	1,116	185	97,295	101,282	(-3987)	115,645	117,741	(-2096)

Table VII (printed in this report for the first time) compares the ethnic composition of the State work force with the general population in metropolitan, mid-metropolitan, and nonmetropolitan counties. The data indicate that the percentage of Black and Oriental State employees generally reflects the percentage of the Black and Oriental representation in the community. However, the data also show that the percentage of Mexican-American and Other Non-White State employees is substantially less than the community representation of Mexican-Americans and Other Non-Whites.

TABLE VII - COMPARISON OF 1971 STATE WORK FORCE WITH REVISED 1970 CALIFORNIA CENSUS*

	<u>Black</u>	<u>Mexican-American</u>	<u>Oriental</u>	<u>Other Non-White</u>	<u>Caucasian</u>
METROPOLITAN COUNTIES					
Percent Metropolitan Population	8.99%	16.00%	2.43%	1.88%	70.70%
Percent State Employees	10.88%	5.38%	4.78%	1.47%	77.49%
MID-METROPOLITAN COUNTIES					
Percent Mid-Metropolitan Population	4.77%	14.82%	1.21%	2.07%	77.13%
Percent State Employees	4.65%	4.41%	4.72%	0.82%	85.40%
NON-METROPOLITAN COUNTIES					
Percent Nonmetropolitan Population	2.88%	14.76%	0.98%	2.54%	78.84%
Percent State Employees	3.03%	3.54%	1.44%	1.04%	90.95%
STATEWIDE					
Percent California Population	7.02%	15.54%	1.92%	2.05%	73.47%
Percent State Employees	6.47%	4.50%	3.77%	1.13%	84.13%

*US Census Bureau, Official 1970 Census.

Table VIII on page 10 (printed in this report for the first time) illustrates the geographic distribution and ethnic composition of the State workforce in metropolitan, mid-metropolitan, and nonmetropolitan counties. These data generally reflect the Statewide trend of increased minority employment as indicated by Table I.

TABLE VIII - GEOGRAPHIC DISTRIBUTION OF STATE WORK FORCE

COUNTY	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL		
	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69
METROPOLITAN	4,631	4,238	393	2,291	1,846	445	2,034	1,961	73	626	465	161	32,999	33,366	(-367)	42,581	41,876	705
ALAMEDA	744	729	15	181	130	51	265	251	14	71	44	27	3,509	3,205	304	4,770	4,359	411
CONTRA COSTA	118	110	8	30	32	(-2)	10	17	(-7)	12	10	2	620	713	(-93)	790	882	(-92)
LOS ANGELES	2,930	2,635	295	1,502	1,230	272	896	888	8	289	238	51	17,189	17,681	(-492)	22,806	22,672	134
ORANGE	56	43	13	182	121	61	27	17	10	19	12	7	3,189	3,210	(-21)	3,473	3,403	70
SAN FRANCISCO	597	593	4	191	171	20	752	720	32	193	130	63	5,124	5,485	(-361)	6,857	7,099	(-242)
SAN MATEO	69	32	37	32	14	18	20	15	5	7	4	3	918	545	373	1,046	610	436
SANTA CLARA	117	96	21	173	148	25	64	53	11	35	27	8	2,450	2,527	(-77)	2,839	2,851	(-12)
MID-METROPOLITAN	1,805	1,637	168	1,709	1,347	362	1,829	1,678	151	319	284	35	33,128	33,113	15	38,790	38,059	731
FRESNO	71	76	(-5)	166	146	20	67	66	1	11	13	(-2)	1,844	2,110	(-266)	2,159	2,411	(-252)
RIVERSIDE	126	117	9	143	100	43	13	6	7	15	15	0	1,572	1,511	61	1,869	1,749	120
SACRAMENTO	1,095	1,086	9	871	747	124	1,697	1,574	123	219	207	12	22,968	23,153	(-185)	26,850	26,767	83
SAN BERNARDINO	408	287	121	370	251	119	24	12	12	34	24	10	3,913	3,916	(-3)	4,749	4,490	259
SAN DIEGO	105	71	34	159	103	56	28	20	8	40	25	15	2,831	2,423	408	3,163	2,642	521
NON-METROPOLITAN	992	1,035	(-43)	1,180	1,096	84	408	505	(-97)	347	367	(-20)	30,171	34,804	(-4,633)	33,098	37,807	(-4,709)
ALPINE	0	0	0	0	0	0	0	0	0	1	0	1	12	12	0	13	12	1
AMADOR	21	28	(-7)	13	10	3	5	11	(-6)	5	4	1	380	455	(-75)	424	508	(-84)
BUTTE	5	5	0	10	5	5	2	1	1	6	6	0	480	424	56	503	441	62
CALAVERAS	3	1	2	0	6	(-6)	1	1	0	2	2	0	207	305	(-98)	213	315	(-102)
COLUSA	1	1	0	1	1	0	0	0	0	0	0	0	70	36	34	72	38	34
DEL NORTE	0	0	0	0	0	0	0	0	0	1	0	1	46	106	(-60)	47	106	(-59)
EL DORADO	1	2	(-1)	1	2	(-1)	0	1	(-1)	2	3	(-1)	238	293	(-55)	242	301	(-59)
GLENN	1	0	1	2	2	0	1	0	1	0	0	0	68	30	38	72	32	40
HUMBOLDT	0	0	0	2	6	(-4)	0	1	(-1)	11	11	0	797	1,030	(-233)	810	1,048	(-238)
IMPERIAL	6	4	2	41	36	5	2	2	0	0	2	(-2)	129	155	(-26)	178	199	(-21)

TABLE VIII - GEOGRAPHIC DISTRIBUTION OF STATE WORK FORCE - CONTD.

COUNTY	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL		
	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69
INYO	1	0	1	7	3	4	1	0	1	5	4	1	305	281	24	319	288	31
KERN	39	41	(-2)	109	105	4	13	11	2	3	6	(-3)	1,067	1,157	(-90)	1,231	1,320	(-89)
KINGS	9	9	0	7	4	3	0	0	0	3	4	(-1)	82	74	8	101	91	10
LAKE	0	5	(-5)	1	2	(-1)	0	0	0	0	2	(-2)	84	245	(-161)	85	254	(-169)
LASSEN	1	1	0	5	5	0	0	0	0	11	9	2	360	417	(-57)	377	432	(-55)
MADERA	6	4	2	11	14	(-3)	1	0	1	0	0	0	88	149	(-61)	106	167	(-61)
MARIN	19	52	(-33)	10	17	(-7)	11	22	(-11)	3	9	(-6)	517	824	(-307)	560	924	(-364)
MARIPOSA	2	1	1	4	5	(-1)	0	0	0	3	0	3	116	104	12	125	110	15
MENDOCINO	11	11	0	5	2	3	5	2	3	14	22	(-8)	1,045	1,234	(-189)	1,080	1,271	(-191)
MERCED	2	3	(-1)	18	12	6	2	0	2	13	14	(-1)	347	339	8	382	368	14
MODOC	0	0	0	0	0	0	2	0	2	1	2	(-1)	38	39	(-1)	41	41	0
MONO	0	0	0	0	0	0	0	1	(-1)	4	5	(-1)	100	62	38	104	68	36
MONTEREY	53	45	8	84	66	18	10	16	(-6)	13	14	(-1)	1,121	1,079	42	1,281	1,220	61
NAPA	135	136	(-1)	32	32	0	25	18	7	22	25	(-3)	2,360	2,434	(-74)	2,574	2,645	(-71)
NEVADA	0	0	0	2	0	2	1	2	(-1)	0	1	(-1)	158	227	(-69)	161	230	(-69)
PLACER	3	9	(-6)	14	17	(-3)	9	14	(-5)	4	5	(-1)	496	1,201	(-705)	526	1,246	(-720)
PLUMAS	0	0	0	1	0	1	0	0	0	0	0	0	53	75	(-22)	54	75	(-21)
SAN BENITO	1	1	0	0	5	(-5)	1	0	1	0	0	0	26	80	(-54)	28	86	(-58)
SAN JOAQUIN	150	188	(-38)	151	149	2	118	114	4	50	66	(-16)	2,910	3,230	(-320)	3,379	3,747	(-368)
SAN LUIS OBISPO	39	36	3	75	64	11	12	9	3	23	16	7	2,346	2,453	(-107)	2,495	2,578	(-83)
SANTA BARBARA	14	11	3	43	31	12	8	8	0	3	4	(-1)	465	544	(-79)	533	598	(-65)
SANTA CRUZ	0	4	(-4)	10	18	(-8)	3	2	1	1	1	0	278	384	(-106)	292	409	(-117)
SHASTA	6	3	3	5	9	(-4)	3	3	0	11	20	(-9)	1,089	1,139	(-50)	1,114	1,174	(-60)
SIERRA	0	0	0	0	0	0	0	0	0	1	0	1	19	16	3	20	16	4
SISKIYOU	1	1	0	2	1	1	0	0	0	2	4	(-2)	194	247	(-53)	199	253	(-54)
SOLANO	80	61	19	29	12	17	8	8	0	24	10	14	1,315	992	323	1,456	1,083	373
SONOMA	79	91	(-12)	34	20	14	21	17	4	19	15	4	2,628	2,712	(-84)	2,781	2,855	(-74)

TABLE VIII - GEOGRAPHIC DISTRIBUTION OF STATE WORK FORCE - CONTD.

COUNTY	BLACK			MEXICAN-AMERICAN			ORIENTAL			OTHER NON-WHITE			CAUCASIAN			TOTAL		
	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69	1971	1969	CHANGE FROM '69
STANISLAUS	5	3	2	18	30	(-12)	6	6	0	2	7	(-5)	365	1,089	(-724)	396	1,135	(-739)
SUTTER	3	1	2	3	6	(-3)	4	2	2	0	0	0	149	194	(-45)	159	203	(-44)
TEHAMA	6	12	(-6)	2	3	(-1)	0	2	(-2)	1	1	0	188	311	(-123)	197	329	(-132)
TRINITY	0	7	(-7)	0	7	(-7)	0	1	(-1)	1	1	0	69	127	(-58)	70	143	(-73)
TULARE	115	105	10	180	149	31	77	164	(-87)	32	17	15	2,904	3,362	(-458)	3,308	3,797	(-489)
TUOLUMNE	2	1	1	8	9	(-1)	0	0	0	8	8	0	304	399	(-95)	322	417	(-95)
VENTURA	151	103	48	207	164	43	15	14	1	21	15	6	2,634	2,693	(-59)	3,028	2,989	39
YOLO	2	29	(-27)	13	50	(-37)	3	5	(-2)	5	18	(-13)	288	773	(-485)	311	875	(-564)
YUBA	19	20	(-1)	20	17	3	38	47	(-9)	16	14	2	1,117	1,196	(-79)	1,210	1,294	(-84)
OUT OF STATE	3	0	3	1	0	1	0	0	0	1	0	1	114	75	39	119	75	44

FOR IMMEDIATE RELEASE

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Results of the State's fifth ethnic census show the number of minority employees increased by almost 1,900 during the past two years.

The progress toward a racially balanced workforce was made despite an overall decline of 2,100 in total State employment.

From September, 1969, to November, 1971, the number of black employees increased by 566, Mexican-Americans by 926, Oriental by 214, and other non-white by 185.

During the same period, total employment dropped from 117,741 to 115,645, including full time, part time, seasonal and temporary employees. The number of minority State employees increased from 16,459 to 18,350 in the same period.

"Considering the generally depressed labor market and the reduction in the State workforce, we feel we are making progress toward providing employment and public service career opportunities for minorities," said Richard L. Camilli, executive officer of the State Personnel Board.

The census shows a continuation of the trend, noted in the 1969 survey, toward minority employee movement into higher level supervisory and professional level occupations.

While minority employment increased, minority median salaries were still below the median for Caucasians.

Camilli said this is partially due to the State's affirmative action efforts, particularly the Career Opportunities Development program, a specially designed program to bring disadvantaged persons into public service through new beginning classes.

One result of the program is to depress the median wage of all minority workers since they represent a substantial segment of the new employees. During any concentrated period of new hires, there is a reduction in the average of wages paid to all employees, Camilli said.

Camilli said he could not provide specific details on salaries since the present reporting system provides only general information. He said the Board is completing a more sophisticated automated census system, which will provide more definitive information.

"We do know," he said, "that a number of departments will be asked to make a greater effort to hire members of the various minorities."

"The Governor, the Legislature, and the Personnel Board are committed to a strong affirmative action program. We will continue to make every effort to carry it out," Camilli said.

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EMPLOYMENT ^{Bob Keys}
(MINORITY)

PRESS RELEASE

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~~*~~ NOT FOR RELEASE BEFORE - 8:30 AM - MARCH 24, 1972 - FRIDAY

STATE GOVERNMENTS' EMPLOYMENT OF BLACKS AND BROWNS REMAINS
DISCRIMINATORY --- BLACKS AND BROWNS SHORTCHANGED OUT OF
21,000 JOBS AND \$197 MILLION PER YEAR

Attached to this Press Release is the "Black-Brown Report to the Governor and Legislature on the just released 1971 Ethnic Census of State Employees by State Personnel Board. The Black-Brown Report is prepared by the NAACP, Western Region, Mexican-American Legal Defense and Educational Fund, Inc., and Public Advocates, Inc., a non-profit public interest law firm.

The Black-Brown Report documents that California is the Mississippi of the West to the black community and the Texas of the West to the Chicano community. Specifically, the Black-Brown Report, relying upon the just completed State Personnel Board Ethnic Census, shows that despite blacks and Chicanos representing one-fourth (1/4) of the state's population, (approximately 25%) and despite the Chicano population of California being the largest of any state and the black population now being the second largest of any state, only 6% of the state's employees are black and only 4% are Mexican-American. The Report shows that at the present almost non-existent rate of increase of minority employment, the State Government of California will not be an equal opportunity employer until 2021 A.D. or not for another 50 years.

The Report further shows that the disparity of salaries between blacks and whites has actually widened by 15% and is now \$1,824 per annum per state employee. Moreover, the gap in salaries between Mexican-Americans and whites has actually widened by 42% and is now \$1,668.

The Report documents that the discriminatory practices of the state government agencies and/or their indifference and gross under-utilization of minority talent, has resulted in the black and brown communities being shortchanged out of 21,000 government jobs (based on population parity) and \$197 million per year. Thus, the cost over the next decade unless specific action is taken by the Governor and Legislature will be a loss of almost \$2 billion to the black and brown communities.

As a result of the under-utilization of minorities, the Black-Brown Report recommends that the Governor urge and the Legislature adopt a "California Plan" modeled after President Nixon's "Philadelphia Plan". This plan would require every agency to set specific minority employment goals.

Leonard Carter, Regional Director of the NAACP, Western Region said:

"I do not believe that there is any state in the union, including Mississippi, that has shown less progress in minority employment than the State Government of California. In March, 1971 I informed the State Legislature that the State Government employment practices had the same result that Mississippi's deliberate discriminatory practices had as to blacks. There is nothing in the recent Ethnic Census that convinces me that we were wrong then or we are wrong now."

Mario Obledo, Executive Director of the Mexican-American Legal Defense and Educational Fund, Inc., stated:

"As far as I can observe, blacks and browns have an equal chance only in terms of the prison population. No where else in state government are we represented. The present situation constitutes an emergency and immediate action must be taken by the Legislature."

* * *

BLACK AND BROWN REPORT
TO THE GOVERNOR AND THE LEGISLATURE
ON THE 1971 ETHNIC CENSUS OF STATE EMPLOYEES

"California Remains In Violation Of
Constitutional Guarantees To Minorities"

Prepared By:

NAACP, Western Region
Mexican-American Legal Defense
and Educational Fund, Inc.
Public Advocates, Inc.

Dated:

March 24, 1972 AND
Not For Release Before
March 24, 1972

STATE GOVERNMENT SHORTCHANGES
BLACKS AND CHICANOS OUT OF 21,000 JOBS
AND
\$197 MILLION PER YEAR

The California State Personnel Board has released to us its 1971 Ethnic Census of State Employees (Dated March 24, 1972).

The Report documents that the State Government of California is the second largest public or private employer in the state (115,000 employees) and remains the largest under-utilizer of minority talent.

In 1971 various black and Chicano organizations, including the NAACP, Western Region and Mexican-American Legal Defense and Educational Fund, Inc., filed with the legislature charges of discrimination in employment by the State Government of California. Specifically, it was charged that California was becoming the Mississippi of the West for blacks and the Texas of the West for Chicanos. That is, despite almost 25% of the state's population being black or Chicano, only 6% of the employees were black and only 4% were Chicano.

The State Personnel Board's Report showing the 1971 Ethnic Census of State Employees conclusively shows that the State Government of California at its present rate will never become an equal opportunity employer. Moreover, it shows that a majority of departments within the state system have actually decreased their number of minority employees and either decreased or remained stagnant in regard to minority employees. Thus,

California is still the Mississippi of the West to the black community and the Texas of the West to the Chicano community.

Set forth below is a summary of some of the more pertinent statistics, all of which were secured from the State Personnel Board, March 24, 1972 Ethnic Census.

Black Employment Remains The Same

In 1969, blacks constituted approximately 6% of the state's work-force. In 1971, blacks still remained approximately 6% of the work-force. According to the State Personnel Board records, the percentage of blacks has actually increased since 1966 by less than one-half of one percent (1/2 of 1%). At the present rate of increase, California will not be an equal opportunity employer, even at entry-level jobs, for 25 years or until 1997.¹ (Based on blacks constituting 9% of the urban work-force.)

Mexican-Americans May Never Be Granted Equal Opportunities

Since 1969, the Mexican-American (Chicano) employment with the state has risen by less than one percent (-1%) to only four percent (4%). This limited increase has occurred despite Mexican-Americans constituting 16% of the state's population according to the 1970 Census. Therefore, it is estimated that equal opportunity for Mexican-Americans in State Government employment will not be reached for almost 50 years, or until 2021 A.D.²

^{1/} It should be noted that the percentage of blacks in the State Government work-force was higher in 1966 than it was in 1969. The latter figure is the only one submitted in the State Personnel Board Report.

^{2/} Based upon Census Bureau projections which show that Mexican-Americans will be 20% of the state's population by 1980 and 25% by 2000 A.D.

Blacks And Chicanos Mostly At Poverty Level Jobs

The Personnel Board Report documents that blacks and Chicanos are generally employed at the lowest level jobs and that the disparity in salaries between whites, blacks and Mexican-Americans has actually increased.

A. The disparity between white and black salaries is \$1,824 per annum per employee on the average. The disparity in 1969 was only \$1,596. Thus, the gap in salaries between blacks and whites has actually widened, or increased, by 15%.

B. The disparity between Mexican-American and white salaries on the average per employee is now \$1,668. In 1969 it was only \$1,176. Thus, the gap between Mexican-American and white salaries has actually widened, or increased, by 42%.

Blacks And Browns Shortchanged Out of 21,000 Jobs And \$197 Million Per Year

If the black and Chicano communities were provided with equal employment opportunities in accordance with their percentage of the population, 21,000 additional blacks and Chicanos would be employed by the State Government and they would earn an additional \$197 million per year. (This is based on present State Personnel Board statistics for average salary and total number of employees.) Thus, over the next decade, unless the recommendations set forth infra., are adopted, the black and Chicano communities will be shortchanged out of approximately \$2 billion (\$1,970,000).

Recommendations Of NAACP And Mexican-American Community:
President Nixon Supported "Philadelphia Plan"

In March, 1971 various black and Chicano organizations recommended to the State Legislature that specific population parity employment goals be imposed upon the State. In October, 1971 the NAACP, Western Region filed a lawsuit in federal court in Sacramento seeking population parity in employment for minorities. President Nixon has long urged and imposed upon labor unions specific minority employment goals in order to ensure equal employment opportunities. We believe that it is now time for the Governor to urge and the Legislature to compel each and every state agency to guarantee equal employment opportunities at entry and management levels, by agreeing to a President Nixon type of Philadelphia Plan, hereinafter referred to as the "CALIFORNIA PLAN." Such a plan will provide 21,000 additional jobs to minorities and at least \$197 million in additional earning power.

Our organizations are realistic that such goals cannot be reached within the next year or two. However, we have previously submitted to the State Personnel Board (in January, 1972) our recommendations that approximate population parity could be reached within the next six (6) years for the black community and within approximately the next ten (10) years for the Mexican-American community. We once again urge that these goals be immediately adopted.

State Personnel Board Statistics Inflated

It should be noted that in actuality the state's employment of blacks and Mexican-Americans are, in fact, far lower than it appears from the statistical reports submitted by the State Personnel Board. One-fourth (1/4th) of all black and Mexican-American employees are in a non-job category -- a category

entitled "sub-professional technical." These non-jobs are known as "balloon" jobs. They are paid for primarily by the Federal Government and are not part of the regular state employment structure. They provide for virtually no opportunity for supervisory positions and are likely to be the first jobs phased-out should federal funds be terminated. Thus, in fact, if these jobs were eliminated, it would be seen that black and Mexican-American employment decreased from 1969 to 1971.

Specific Analysis - No Change For Majority Of Departments

Although blacks and Mexican-Americans constitute approximately 25% of the state's population and the black population in California is the second largest black population in the nation and the Mexican-American population is the largest Mexican-American population in the nation, a majority of the State Departments surveyed by the State Personnel Board either had a decrease or remained stagnant in terms of minority employment.

1. Twenty-seven (27) of the fifty-nine (59) departments had fewer blacks in 1971 than in 1969 and ten (10) had no change, despite blacks being under-represented in their departments. Thus, 63% (37 of 59) of the departments had a decrease or remained stagnant as to black employment.

2. Nineteen (19) departments had a decrease in the number of Mexican-Americans in their employ and ten (10) remained stagnant. Thus 49% (29 of 59) of the departments had a decrease or remained stagnant

2. (Continued)
as to Mexican-American employment from 1969 to 1971, despite Mexican-Americans being substantially under-represented in each and every one of these departments.
3. Despite Mexican-Americans and blacks constituting 25% of the state's population, only 5% of its law enforcement officers are black and Mexican-American.
4. Despite Mexican-Americans and blacks constituting 25% of the population, only 6% of the total administrative staff, including entry-level jobs, are black and Mexican-American.
5. Despite blacks and Mexican-Americans constituting 25% of the state's population, only 8% of the craft and trade positions are held by blacks and Mexican-Americans.

Specific State Departments

Set forth below are a few examples of the gross under-utilization, if not discrimination, practiced by various state departments against blacks and/or Mexican-Americans.

1. Department of Agriculture:

Only 1% of its employees is black (22 of 1,995) and only 2% are Mexican-Americans (50 of 1,995).

2. State Personnel Board:

The very department that has responsibility for increased minority employment shows that only 6% of its employees are black (33 of 554) and only 3% are Mexican-American (18 of 554).

3. Veterans Administration:

The very department that should have the highest percentage of minorities shows only 2% black (17 of 963) and only 2% Mexican-American (18 of 963).

4. Highway Patrol:

Only 3% of its employees are black (248 of 7,687) and only 3% are Mexican-American (268 of 7,687).

*chp -
improvement
in minority
people &
value*

5. Department of Consumer Affairs:

Only 3% of its employees are black (29 of 994) and only 2% are Mexican-American (21 of 994).

6. Department of Conservation:

Only 1% of its employees is black (24 of 3,378) and only 3% are Mexican-American (81 of 3,378). Since 1969 the number of blacks has actually declined by 48% and the number of Mexican-Americans has actually declined by 17%.

7. Parks and Recreation:

Less than one-half of 1% of its employees is black (8 of 1,803) and only 2% are Mexican-American (36 of 1,803). Since 1969 the number of blacks has declined by 33% and the number of Mexican-Americans has declined by 5%.

8. Department of Water Resources:

Only 2% of its employees are black (49 of 3,021) and only 3% are Mexican-Americans (93 of 3,021). The number since 1969 of blacks has declined by 33% and the number of Mexican-Americans by 11%.

9. Department of Equalization:

Only 2% of its employees are black (43 of 2,296) and only 3% are Mexican-Americans (57 of 2,296). Since 1969 the number of blacks has declined by

9. (Continued)
21% and the number of Mexican-Americans by 2%.
10. Department of Justice:
Even including secretaries, only 4% of its employees are black (67 of 1,786) and only 4% are Mexican-Americans (66 of 1,786).
11. Public Utilities Commission:
Only 2% of its employees are black (11 of 740) and only 1% is Mexican-American (5 of 740).
12. Franchise Tax Board:
Only 4% of its employees are black (55 of 1,437) and only 4% are Mexican-American (52 of 1,437). Since 1969 the number of blacks has declined by 28% and the number of Mexican-Americans has declined by 18%.
13. Department of Public Works:
Only 4% of its employees are black (809 of 18,207) and only 4% of its employees are Mexican-American (797 of 18,207). Since 1969 there has been a decrease of 42% for blacks and a decrease of 39% for Mexican-Americans.

Summary

President Nixon's position on increasing employment opportunities for minorities should be followed by the Governor and Legislature. At the present rate, California will not be an equal opportunity employer for fifty (50) years or until 2021 A.D. Therefore, it is strongly urged that the Legislature adopt a California Plan (a version of President Nixon's "Philadelphia Plan") and compel every state agency with five hundred (500) or more employees to submit a plan to achieve equal employment opportunity via the setting of specific minority employment goals.

DATED: March 23, 1972.

Respectfully submitted,

Leonard Carter

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IMMEDIATE RELEASE

NO. 94

October 28, 1971

An Aerospace Employment Operations Center, utilizing a scientific approach and incorporating aerospace techniques of charting job needs and job availabilities, will be inaugurated November 1, 1971, in the Department of Human Resources Development (HRD), it was announced today by Lieutenant Governor Ed Reinecke.

The opening of the Center is the first tangible result of the recommendations of the Industry Commission on Reemployment of California Engineers and Scientists appointed by Lieutenant Governor Reinecke to seek solutions to unemployment in the aerospace industry.

The primary purpose of the Center will be the development of jobs for unemployed defense and aerospace workers. Secondly, it will develop and assist Experience Unlimited chapters throughout the State.

Reinecke said the Center will work with chamber of commerce units, merchants and manufacturers associations, large employers and employer groups in order to secure cooperation with operating programs and to encourage full participation in resolving the problems of these workers.

In addition, the Center will gather and coordinate existing information about programs proceeding within the State so there is a consistent attack on the problem without duplication. "The Center will provide a centralized repository where current facts about the problem will be available," Reinecke said, "and where hard data can be obtained to provide State and Federal officials with information they may need to evaluate proposals and to promulgate plans to solve the problem."

The Lieutenant Governor stressed the Center will consider new ideas and approaches while determining needed modifications of the proposals which are received. It will then recommend action to the appropriate authorities.

Finally, it will develop workable job programs from inception to "model" and structured for immediate implementation by private business as well as State, Federal or local governmental entities.

The Lieutenant Governor said the Center will be manned, in nearly all cases, by unemployed aerospace engineers, scientists and technicians, some of whom may be members of the Experience Unlimited chapters in the Sacramento area. "Constant evaluation and reporting will be undertaken, Reinecke said, "to provide the data to HRD, the Regional Manpower Administration, the Advisory Board and to the Lieutenant Governor."

Reinecke stressed the Center will attempt to stimulate more private economic development. "The coordinated efforts of many governmental agencies, my Industry Commission on Reemployment of California Engineers and Scientists, HRD and Experience Unlimited workers have brought about this vital move to aid the unemployed in the aerospace industry. Our combined efforts have won the support of the Federal Department of Labor through a \$193,000 grant to implement the program.

"We think this Center will prove to be valuable in finding new solutions to this unemployment problem. The Department of Labor agrees. Now, hard work and innovative ideas are necessary to prove that we are right," Reinecke stated.

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IMMEDIATE RELEASE

NO. 95

October 28, 1971

Lieutenant Governor Ed Reinecke today announced he planned to form a group of volunteer experts to develop plans aimed toward devising solutions of State and local government problems through the application of technology.

Reinecke made the announcement in a noon speech at the NASA-Ames Research Center, Moffett Field, California.

"I plan to call together a small group of highly qualified persons, representative of industry, Federal, State, regional and local governments, and the academic community, to develop a plan and make recommendations that will match the technological potential with problems at the State and local levels," Reinecke said.

Reinecke, who was the keynote speaker at an Ames Research Center-sponsored symposium entitled "Exploring Aerospace Technology for the Solution of Community Problems," said he hoped to launch his new project immediately.

"It's my hope," Reinecke said, "the work of this group may ultimately serve as a basis for a series of seminars in which technologists can get together with, and talk on the same wavelength as, the people in government who have the problems."

Reinecke, a professional engineer in private life, told his audience that "Science today is on the defensive.

(more)

"This is due," he said, "in part to its successes, in part to its failures."

Reinecke said the average citizen, awed by science's flawless performance in placing a man on the moon, "quickly becomes disenchanted and disgruntled as its apparent inability to solve such mundane problems as clogged freeways during rush hour traffic."

He said that while science was influenced by defense and space policies in the 1950s and 1960s, "It will be shaped in the '70s and '80s by social and environmental policies."

Reinecke said he believes science and technology would be the principal tools of civilization for improving the conditions of man.

He said, however, "it isn't enough for science to define its goals in a vacuum; its goals must be defined in context with the goals of Federal, State, and local agencies."

Reinecke cautioned his audience, however, "A solution to the technological component of a social problem is adequate only if it satisfies the requirements of the institutional, political, legal, and economic dimensions of the problem as well.

"Unless the technology is assessed in terms of the other components of the problem," he added, "it's likely to remain unimplemented and fail to 'solve' the problem."

(more)

Reinecke said science itself is powerless to improve the system as are all other individual disciplines, "but science has the special advantage that it deals in the creation of goods and services which are the vehicle through which man experiences his world."

The lieutenant governor told his audience of scientists that often people doing research and development aren't aware of the real needs of the people with problems.

He said, for instance, that some technology already is "available on the shelf" for solving some current problems.

"State and local people with the problems can serve as a technological 'sink' to absorb and apply the new technologies already available," Reinecke said.

He said there is a need to shorten the historical time it takes to get new technologies into the field and working.

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The Unheavenly City

A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

Program Title and Date Started	Legislative Authorization (Source of Funds)	Services Provided and Groups Served	Persons Served
Federal-State Employment Service System, 1933	Wagner-Peyser Act of 1933 and Social Security Act of 1935.	Recruits, tests, refers to Training, and places job applicants; enhance the employability of disadvantaged persons; provides job market information. Serves entire labor force.	630,039 New Registrations (non-ag and ag) 1,235,414 Placements (non-ag and ag) FY 1971.
Work Incentive Program (WIN) September 1968	Social Security Act of 1935. Social Security Amendments of 1967. Public Law 90-248.	Provides employability services to employable recipients of Aid to Families with Dependent Children who are referred by county welfare departments in 30 counties. Places job-ready in employment. Provides orientation and individual counseling, remedial education, vocational and on-the-job training, work experience and special work projects to prepare for employment. After placement, coaching and other team services continue three to six months to ensure job stability. Supportive services, child care and transportation furnished by county welfare departments.	Between September 1968 and July 26, 1971, there was cumulative enrollment of 55,906. As of April 26, 1971, there were 15,682 on board and receiving services.
MDTA Institutional Training, August 1962	Manpower Development and Training Act of 1962 (Title II).	Provides occupational training or retraining in a classroom setting for unemployed and underemployed persons 16 years of age and over, at least two-thirds of them disadvantaged. Eligible persons receive training, subsistence and transportation allowances.	13,159 Trainees FY 1971.

A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

Program Title and Date Started	Legislative Authorization (Source of Funds)	Services Provided and Groups Served	Persons Served
Displaced Workers-Defense Related Industries December 1970	Manpower Development and Training Act (Title II) as amended 1970	Provides job development and occupational training or re-training for displaced workers in defense related industries	Cumulative through August 27, 8,300 placed in jobs, 2,800 placed in training, 9,300 served in Job Finding Workshops and Orientation.
JOBS Optional (MDTA on-the-job training) November 27, 1970	Manpower Development and Training Act of 1962 (Title II).	Provides instruction combined with supervised work at the job-site, under contracts with private employers for unemployed and underemployed persons 16 years of age and over, at least half of them disadvantaged. Preference given to persons at least 18 years of age.	2,479 in Contract training through April 1971.
Job opportunities in the Business Sector (JOBS) March, 1968	Manpower Development and Training Act of 1962 (Title II) and Economic Opportunity Act of 1964 (Title IB)	Encourages private industry to hire, train, retrain and upgrade disadvantaged unemployed and underemployed adults and out-of-school youth. Promotes temporary and part-time jobs for in-school youth 16 through 21. Special veterans campaign to develop jobs for unemployed Vietnam era veterans.	9,024 Contract Placements Cal. FY 1970
Supplemental Training & Employment Program (STEP) 1970	MDT Act as amended	Work experience for disadvantaged persons who have previously completed a manpower program within 12 months and who have difficulty finding employment.	Cumulative; 2,000 enrollees FY 1972
MDTA training for inmates of correctional institutions (Pilot Program), August 1968	Manpower Development and Training Act (Title II), as amended in 1966.	Provides training, related supportive services, job placement assistance (including bonding) and follow-up for inmates of local, State, and Federal correctional institutions whose scheduled release follows completion of training by no more than six months. Some projects provide incentive and dependents' allowances.	Included in MDTA institutional enrollments (120 trainees) FY 1971

A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

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A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

Program Title and Date Started	Legislative Authorization (Source of Funds)	Services Provided and Groups Served	Persons Served
MDTA part-time and other-than-skill training, last half of 1967	Manpower Development and Training Act (Title II), as amended in 1966.	Provides upgrade training and training in job-related requirements, such as communications skills, work habits, and interpersonal relations for underemployed persons 16 years of age and over.	Included in MDTA institutional enrollments. 2,866 FY 1971.
National Registry for Engineers, January 1971.	MDT Act as amended	Provide specialized employment assistance to unemployed professional-level engineers and scientists. Serves as a Nationwide referral service between job-seekers and employers. Provides direct referrals of selected candidates from the registry to employers. Uses the computerized LINCOS matching system design. Established by Department of Labor. Operated by HRD in cooperation with National Society for Professional Engineers and other participating technical and professional societies.	Number of active registrants as of July 31, 1971, totalled 11,234.
LINCOS	MDT Act as amended.	A computer assisted Man-Job Matching System operating in L.A. and S.F. for the professional, managerial, highly technical occupations. A joint Department of Labor-HRD Project.	Applicants Registered, FY 1971 36,000 L.A. 15,000 S.F.

A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

Program Title and Date Started	Legislative Authorization (Source of Funds)	Services Provided and Groups Served	Persons Served
Bonding Project	MDT Act of 1962 as amended.	Originally a demonstration and now a program of HRD; the Bonding Project enables HRD to arrange bonding for clients who require it in order to get a job. Clients who otherwise would not be hired by employers who require bondable employees, are able to become gainfully employed.	183 persons bonded at time of hire. FY 1971.
Project Transition, January 1968	National Defense Act of 1961.	Provides counseling, basic education, skill training, and placement assistance in civilian employment for enlisted personnel with approximately six months of active duty remaining. Priority given those with job handicaps. Participation voluntary.	1,541 trained FY 1971.
Job Corps, January 1965	Economic Opportunity Act of 1964 (Title 1A).	Assists low-income disadvantaged youth 16 to 21 years of age, who require a change of environment to profit from training, to become more responsible, employable, and productive citizens through a residential program of intensive education, skill training, and related services. For returnees, placement and supportive services are provided.	FY 1971: 5,310
Neighborhood Youth Corps (NYC): In-school, summer, and out-of-school programs, January 1965	Economic Opportunity Act of 1964 (Title 1B)	Encourages disadvantaged youth of high school age (14 to 21) to continue in or return to school by providing paid work experience. Emphasis shifting to job preparation, especially in out-of-school program limited to 90% 16 and 17 year-old dropouts.	3,274 FY 1970

A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

Program Title and Date Started	Legislative Authorization (Source of Funds)	Services Provided and Groups Served	Persons Served
Model Cities, 1966.	Demonstration Cities and Metropolitan Development Act of 1966 (Title I).	Improves the environment and general welfare of residents of designated urban poverty areas having a high incidence of disadvantaged persons. Usually includes manpower services.	Included in other program totals, i.e., MDTA, OJT.
New Careers first half of 1967. (To be absorbed by Public Service Careers Program during FY 1970)	Economic Opportunity Act of 1964 (Title 1B), as amended in 1966.	Prepares disadvantaged adults and out-of-school youth for careers in human service fields (e.g., health and education) through work experience, education, and training.	188 Enrollments FY 1970; 136 presently employed with host agency, 11 presently employed in other agencies.
Public Service Careers (PSC), early in 1970.	Economic Opportunity Act of 1964 (Title 1B), as amended in 1966 and Manpower Development and Training Act of 1962 (Title II).	Secures, within merit principles, permanent employment in public service agencies of disadvantaged, unemployed youth and adults and stimulates upgrading of current public sector manpower needs.	New program in FY 1971 - 400 training opportunities budgeted. (2 WIN clients entered PSC through April 1971.
Experience Unlimited	None.	A self-help and joint effort originated in the Berkeley HRD Office, to assist professional, executive, and managerial personnel faced with long periods of unemployment. Weekly chapter meetings provide an exchange of current information about job market, techniques for job search, and job leads giving members information that enable them to find their own jobs. HRD provides conference and desk space, telephones, business letterhead and mailing privilege (indicia).	Chapters have been established in 25 local HRD offices. By August 1, 1971, active members in Experience Unlimited had in excess of 5,000 jobs for its members.

A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

Program Title and Date Started	Legislative Authorization (Source of Funds)	Services Provided and Groups Served	Persons Served
<p>Emergency Employment Act of 1971 (PEP). Legislative Authorization.</p>	<p>Public Law - 92-54 92nd Congress, 531 July 12, 1971</p>	<p>Provides, during times of high unemployment, jobs, programs of public service for unemployed persons to assist States and local communities in providing needed public services and for other purposes. Serves unemployed and under-employed persons.</p>	<p>(Information not available)</p>
<p>Job Bank, 1969</p>	<p>MDT Act as Amended</p>	<p>A computer assisted Placement operation which records, updates lists, and controls information on all job openings received from employers in a labor market area. Operates in 90 labor markets within U.S. Since 1969 has operated in San Diego County.</p> <p>Extended to four other areas in the summer of 1971; i.e., Sacramento, Fresno, Bakersfield and Santa Ana. In Fall of 1971, Orange County and San Bernardino-Riverside Counties will be operational. By latter part of FY 1972 will be extended to Los Angeles County and the San Francisco Bay Area.</p>	<p>All job seekers, employers, and participating community agencies within job labor markets.</p>
<p>California Migrant Master Plan, started in 1965.</p>	<p>Economic Opportunity Act of 1964, PL 88-452, Section 312; California Government Code Section 7100; Section 9613 of HRD Act of 1968 (AB1463). In excess of \$2,000,000 for FY 1972.</p>	<p>Migrant farm workers and families are provided housing, and migrant workers are trained (by "Production Training Corporation") to build pre-fab housing units for migrant camps, giving them new job skills and experience working in a factory environment. Child care centers are operated by Education and Welfare; medical care provided through existing county facilities; dental care provided by UC interns from 3 mobile units for about 1/3 of camps; infant care centers operate in 3 camps.</p>	<p>3,000 families are provided housing in 25 migrant labor camps.</p>

A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

Program Title and Date Started	Legislative Authorization (Source of Funds)	Services Provided and Groups Served	Persons Served
<p>Food Stamp Work Requirement Provision to start November 1, 1971.</p>	<p>Food Stamp Act of 1964 as amended by Work Requirement Provision of Food Stamp Act dated January 11, 1971.</p>	<p>Registration for work of all food stamp applicants who are able to work, and maintain a food stamp recipient tracking system in cooperation with the Welfare Agency. Food stamp applicants will be provided full employment services - counseling, testing, referral to jobs, etc.</p>	<p>Approximately 100,000 additional food stamp applicants will be referred to HRD offices for placement service. Total food stamp applicants served by HRD offices estimated at 436,712 by June 30, 1972.</p>
<p>President's Program for Veterans. Started June 16, 1971.</p>	<p>Wagner-Peyser Act of 1933 and Social Security Act of 1935 and Executive Order No. 11598 issued June 16, 1971</p>	<p>Increase employment opportunities for recently separated (on or after August 5, 1964) Veterans. Requires all federal contractors and first tier subcontractors with contracts of \$10,000 or more to list all job openings to be filled from outside the company, and which pay less than \$18,000 per year, with public employment service. Employment service will make every effort to refer Veterans to these jobs.</p>	<p>Veterans, with emphasis on those separated on or after August 5, 1964. No estimate of number of veterans who will be placed under this program as program has not as yet generated enough openings to measure impact.</p>

A GUIDE TO HRD MANPOWER, TRAINING, AND SUPPORT PROGRAMS

Program Title and Date Started	Legislative Authorization (Source of Funds)	Services Provided and Groups Served	Persons Served
AFDC-U "Employables" - started approximately July 1, 1971.	Permissible within current Legislation. Federal approval given. No new funds.	Employability services to employable AFDC-U parents to be provided by team composed of County Welfare Department staff and HRD staff.	All employable AFDC-U parents in demonstration counties.
Private Employment Agency Project - Started August 1, 1971.	\$300,000 Grant from office of Economic Opportunity	Funding used to secure placement services of private employment agencies.	2,400 randomly selected welfare recipients, 1,200 of whom are referred to private employment agencies
Community Work Experience Program. Project started, November 15, 1971.	Senate Bill 796. Federal approval necessary.	To provide on-the-job work experience with public agencies and nonprofit organizations.	AFDC-U Fathers and FG Mothers without need of child care.
<p>Compiled from information submitted to Management and Technical Support Section. September 24, 1971.</p>			



Employment
(Minorities)

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

SEVENTEEN NINETY BROADWAY

NEW YORK, N. Y. 10019 • 212-245-2100

Please direct reply to:

file

Leonard Carter, Director
Region I
995 Market Street
16th Floor
San Francisco, Calif. 94103
415 - YU 6-6992

June 11, 1971

The Honorable Ronald Reagan, Governor
State of California
State Capitol Building
Sacramento, California 95814

My dear Governor Reagan:

You will recall on March 16, 1971, I presented a petition to the President Pro-Tem of the California State Senate and to the Speaker of the General Assembly, alleging the under utilization of blacks and other minorities in State employment. I further charged that I believed racial discrimination was the prime factor in the failure of the State to increase the number of its minorities in employment. Subsequently, a hearing was conducted by the Assembly Committee on Employment and Public Employees, to determine the validity of the charges. This committee was chaired by Assemblyman James Hayes, (R.- Long Beach, California). The hearing was fairly conducted and permitted minority organization representatives, individual minorities and representatives of the State Personnel Board to present all facts at their disposal to the committee.

I am enclosing for your information and record, a copy of my original petition, copy of my testimony presented on April 28, 1971, and a copy of my summary statement of June 11, 1971. Also, I am enclosing a copy of a letter I received from Mr. Richard L. Camilli, of the State Personnel Board, dated May 18, 1971, extending me an invitation to propose names of persons outside State Civil Service, who might be interested in assisting to identify possible culture bias in State examinations. I viewed this letter upon receipt, as a positive move by the State Personnel Board to re-examine its test and to eliminate

culturally bias questions and non-job related questions. The testimony hearing is full of statements concerning the Willie Griggs vs. Duke Power Company case where the United States Supreme Court ruled that non-job related questions in employment examinations were unconstitutional. For an example of how far the courts are moving to compel increased minority hiring, please note the enclosed decree in the case of Gerald Carter vs. Hugh Gallagher in Minnesota.

There is a great need for the California State Personnel Board to immediately address itself to the problem of validating their tests to insure compliance with the law. There is some technical discussion in some circles as to whether or not the Equal Employment Opportunity Commission guidelines are applicable to State employment. I am of the opinion that they are and if necessary, court action could be initiated to make this determination. A few days ago, I received in the mail the enclosed photostatic copy of a State Personnel Board memorandum dated April 6, 1971, to F.T. from G.G.M. and an examining standard report which consist of 1969 ethnic census of examinations competitors. Obviously, this correspondence was to have been circulated only within California State Personnel Board offices. I was shocked to see the cold, impersonal analysis of the Willie Griggs vs. Duke Power Company case. Here is an open admission that the State Personnel Board's testing programs would be hard-pressed to meet the strenuous burden-of-proof responsibility outlined in the EEOC guidelines. This report goes on to recommend that the State make only a minor shift of priorities. In other words, the decision has already been reached not to validate State examinations and further to make no effort to comply with the Supreme Court Decision and finally, perhaps, worst of all, to defend the status quo.

The Exhibit #B documents that the present Personnel Board's written examinations discriminate against blacks and Mexican-Americans. Page 1, for example, shows that almost six in every ten (59%) of Anglos who take the written tests pass. This rate is approximately 50% higher than for Mexican-Americans or blacks. (Only 41% of all Mexican-Americans and only 39% of all blacks pass the written test.) On the face of this it proves nothing perhaps other than that Anglos are better test takers. However, the accompanying statistic shows that blacks and Mexican-Americans who pass the written tests have a far higher success rate in the oral interviews. Assuming no bias in the oral interviews, this means that blacks and Mexican-Americans who pass the written test are, on the average, substantially more qualified than whites who pass the written test.

(83% of Mexican-Americans and 82% of blacks who pass the written test are successful in the oral interviews; on the other hand only 75% of all whites who pass the written test are successful in the oral interview.)

The most obvious conclusion to be drawn is that a substantial number of qualified Mexican-Americans and blacks are initially screened out by non-job related written tests.

Obviously, if the written tests were job related the percentage of whites who passed the oral interview would be at least as high as for Mexican-Americans or blacks. (It should be noted, as admitted on page 4, that oral interviews are generally only given to those who successfully pass the written tests.)

At the very minimum, the State Personnel Board should immediately eliminate written tests as a screening device for blacks and Mexican-Americans since its own statistical analysis shows that it is not a good predictor of success or qualification for the job. Consequently, blacks and Mexican-Americans should be permitted to secure oral interviews even when they are unsuccessful on the written tests. The combined written and oral score should then be used to determine qualification.

Governor, I am sure you can understand my dismay upon coming across this deadly material. My first impulse was to call a press conference and demand a sweeping investigation of the State Personnel Board and call for the resignations of all of its members. Such a story would be sensational and would provide a lot of pluses for the NAACP. However, my calmer instincts have prevailed and I would rather try once more to bring this matter to your attention and to the attention of Assemblyman Hayes, who I believe to be genuinely sincere in his concern of the problem.

Certainly, a massive validation of State tests will cost substantial sums of money. The establishment of a strong and effective affirmative action program in each State department making the success of the program the responsibility of the department directors, and his accountability directly to you. The State FEPC should be called upon to put into effect such a program. We black people need a little assurance, Governor, and renewed faith that equal opportunity in employment can be achieved in the State of California.

I respectfully request an opportunity to meet with you, Assemblyman Hayes and such others as you desire to learn from you what course of

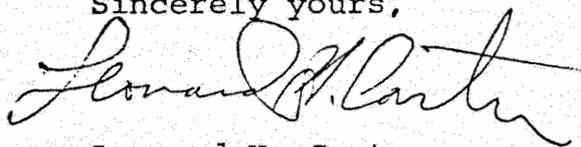
The Honorable Ronald Reagan

-4-

June 11, 1971

action, if any, will be initiated.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Leonard H. Carter".

Leonard H. Carter
Regional Director

LHC:bn

Enclosures

cc: Mr. Roy Wilkins
Atty. Nathaniel Colley

4/6/71

MEMO TO: ~~BLC~~ FTFROM: ~~BT~~ GGMSUBJECT: Recent Supreme Court Decision on Testing
(Willie S. Griggs vs Duke Power Company)

" Congress has placed on the employer the burden of showing that any given requirement must have a manifest relationship to the employment in question. . . . " Chief Justice Warren Burger

BACKGROUND

Title VII of the Civil Rights Act of 1964 outlawed certain broad types of discriminatory hiring practices. In administering this law, the Equal Employment Opportunity Commission (EEOC), issued administrative "guidelines" which delineate specific requirements pertinent to the area of personnel testing devices including, but not limited to, objective-type written examinations. In short, these guidelines require employers to provide proof that personnel selection devices are demonstrably related to the actual requirements of the work in question. Under the guidelines, statistical data is given primary consideration, and "expert judgment" in and of itself, is not considered sufficient evidence of test validity.

In the recent "Griggs vs Duke Power" case, the primary issues were (1) whether "intent to discriminate" need be established in order to prove an unlawful practice, and (2) whether the EEOC demands for "proof of relevance" could be considered as a reasonable interpretation of the Act. In both instances, and with no dissent, the Court found in favor of Griggs (and the EEOC) and against the position of the Duke Power Company. In brief, "intent to discriminate" need not be established when de facto discrimination occurs and where the employer is unable to establish objective evidence of test validity. A copy of the Court Opinion, together with a copy of the current EEOC guidelines are attached.

CONSIDERATIONS

1. To present, State and local governments have been excluded from coverage under the Civil Rights Act of 1964, with certain exceptions (Federally funded programs and extensions of the U.S. Employment Service). However, further attempts to include State and local governments under this Act appear imminent.
2. For a number of our personnel testing programs, we would be hard-pressed to meet the stringent burden-of-proof responsibilities outlined in the EEOC Guidelines. In the interest of economy, many of our tests have been

developed based on traditional practices, and, to a degree, "expert judgment". Only in a limited way have we devoted attention to the kinds of statistical studies placed in primary focus by the EEOC Guidelines. Further, we have relatively few people on our staff with the combination of education, experience, and ability necessary to perform such complex statistical studies in an effective manner. Based on the limited work we have done in this area, it appears that some of our testing programs would survive EEOC scrutiny, and others would not.

POSSIBLE COURSES OF ACTION

1. Since we are not now covered by the Civil Rights Act, and may never be, it may be possible simply to continue our present programs with little if any changes in priorities. Currently we are functioning very economically at even less than our budget standard of technical man-hours per examination administered. If we take this course of action, however, we should probably initiate inputs at the Federal level aimed at insuring the continued exclusion of State and local government from the provisions of the Civil Rights Act. Our best current information suggests that many reputable private (and local government) employers consider the EEOC Guidelines oppressive of legitimate business interests, and that the action of a major state to "hold the line" would be welcomed.
2. Anticipating either (1) inclusion of State and local government under the Civil Rights Act or (2) mounting public pressures for similar "proof" of test validity, we might either (1) request major budget augmentation for selection program evaluation, and/or (2) make a major shift in priorities such as to provide materially increased capability in this area. Some private firms as well as some public employers have opted in this direction, and have added substantial numbers of professional staff members charged solely with test validation projects on a broad scale.
3. In the face of present uncertainties, we might make a minor shift of priorities from our classification and pay activities, aimed at improving and honing our test evaluation efforts and our capability to improve and defend our current system. Current budget reductions have of course already reduced our capability in the classification and pay areas. It is important to consider, however, that some of the mandated budget reductions in the specific areas of classification and pay have already been shared by our recruitment and examining functions. It is also of interest to note that technical time expended per examination has tended to be decreasing over the past number of years.

RECOMMENDATION

In view of ongoing developments at the Federal level, coupled with our State Budget considerations, we recommend alternative #3 above as being in closest accord with the many concerns which pertain.

REFERENCE SOURCE

Our major source of input on this and related matters has been through the Technical Advisory Committee on Testing to the State Fair Employment Practice Commission (T.A.C.T.). Our representation on this Technical Advisory Group has been continuous since its inception in 196 . The Technical Advisory Committee on Testing (T.A.C.T.) includes broad representation from both private and public employers throughout California. This group has been prominent not only in California, but also in Federal circles. Although the current EEOC Guidelines have to some extent splintered the T.A.C.T. group, its inputs have been significant in forming the testing guidelines of the Office of Federal Contract Compliance (OFCC) currently in effect, and are expected to be further significant in guiding the EEOC in its law-enforcement activities.

GGM:ak

June 22, 1971

Mr. Leonard H. Carter
Regional Director
National Association for the
Advancement of Colored People
995 Market Street
San Francisco, California 94103

Dear Mr. Carter:

Thank you for sharing the State Personnel Board material with me and allowing me an opportunity to comment before making other use of it.

As I indicated to you in our telephone conversation some months ago, as specific areas of concern are identified I am anxious to discuss them with you. I have asked Bob Keyes, my Assistant for Community Relations, to arrange such a meeting as you have suggested.

I am pleased to learn, upon checking with the Executive Officer of the State Personnel Board, that the alternatives suggested in the April 6 memorandum were not adopted. In fact, indications are to the contrary. I am pleased to find the State Personnel Board has already moved into several areas -- not waiting for a legal settlement of the issue surrounding the applicability of the EEOC Guidelines and the Willie Griggs vs. Duke Power case. In this regard, I am also assured that the members of the Board are taking an active and supportive role in this specific area of concern.

As you acknowledged in your letter, the Personnel Board currently has in process a review of examination material to identify cultural bias. In addition, the Board staff has initiated a comprehensive review of over 100 entry exams concerned with the relevance of material covered and the format of the tests. Some significant changes in the composition of written tests are anticipated.

The Board is also reviewing the requirements for entry level classifications. During the first phase of this review, the educational requirements of 93 classes were deleted where experience in addition to education was required.

June 22, 1971

Of even more importance according to the State Personnel Board is the redesign of entry jobs through job restructuring to create more entry level jobs which require less prior education or training. This activity as you may be aware is a large scale effort of the Career Opportunities Development Program initiated by me in 1968 and now operating on an expanded basis with the assistance of funding from the U. S. Department of Labor.

While these activities demonstrate that the State Personnel Board is moving forward on a number of fronts in making the State civil service more responsive to equal opportunity considerations and is not following as policy the alternatives you cited in your letter, I believe that our meeting in the near future would be meaningful to both of us.

Sincerely,

RONALD REAGAN
Governor

RJK:mr

cc: James Jenkins
Earl Coke, Agriculture and Services
Richard L. Camilli, State Personnel Board



Call Carter 7-12-71

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

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Please direct reply to:

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995 Market Street

16th Floor

San Francisco, Calif. 94103

415 - YU 6-6992

June 29, 1971

The Honorable Ronald Reagan
Governor
State of California
State Capitol Building
Sacramento, California 95814

My dear Mr. Reagan:

I wish to acknowledge receipt of your letter dated June 22, 1971 relative to various actions of the State Personnel Board.

I am in the process of preparing to leave for the annual National Convention of the NAACP, which will be held in Minneapolis, Minnesota, July 5-9. I expect to return to California during the week of July 12. I am in contact with Mr. Robert Keyes of your office and hope to finalize arrangements for a meeting with you at the earliest possible date.

Sincerely yours,

Leonard H. Carter

Regional Director

LHC:bn

cc: Mr. Robert Keyes
Atty. Nathaniel Colley
Mrs. Virna Canson

*Employment
(Veterans)*
July 16, 1971

State of California
Department of Human Resources Development
800 Capitol Mall
Sacramento, California 95814

CONTACT: Bill Lawson
(916) 445-1952

FACT SHEET ON JOBS FOR VETERANS

Governor Ronald Reagan has named a statewide task force to help find jobs for veterans, particularly those aged 20 to 29 coming home from the Indochina War. He has appointed Gordon Elliott, director of the U.S. Veterans Administration regional office in Los Angeles, to head the task force.

The new task force is to work with businessmen, industrial leaders and government agencies to actively promote job opportunities for veterans.

Under this new, urgent thrust to place Vietnam veterans in jobs a key role is to be played by the State Department of Human Resources Development (HRD), headed by Alan C. Nelson, Director, and the Department of Veterans Affairs, Frank D. Nicol, Director.

"All of our HRD employment service offices throughout California as well as all our rural manpower services offices are to participate in this new thrust to help veterans," Nelson said.

Nelson announced Friday, July 16, 1971, that HRD had received an allocation of 38 new temporary positions to fill with persons who are to be designated Veterans Aides.

He said those appointed to these positions would have the primary function of finding job openings and job training opportunities for returning veterans.

(more)

"These new positions," Nelson said, "are to be filled by Vietnam-era veterans (military service after August 4, 1964, with other than a dishonorable discharge)."

Nelson said these new Veterans Aides positions would be filled shortly, and that 21 of them are to be located in various Southern California cities and 17 are to be assigned to HRD employment service offices in Northern California.

"These positions will be used for six months to a year and the persons occupying them are to be used solely to help place veterans in jobs," Nelson said.

Jobs For Veterans Guidelines

A requirement has been placed upon all agencies and contractors doing business under federal government contracts that they must list all their job openings with HRD's employment service offices.

The requirement doesn't compel these agencies and contractors to hire through the state's employment service, but it's expected to greatly expand the number of job openings available to veterans.

Nelson, HRD's director, said under this federal requirement some one million jobs are expected to be listed with employment service offices throughout the nation of which about 100,000 would be generated in California.

Characteristics of Veterans

Estimated 3,000,000 veterans in California, more than 10 percent of the Nation's total. Estimated 2,750,000 are in the California civilian work force, either employed or actively seeking employment.

(more)

Vietnam-era veterans under age 30

It is estimated that 453,000 of these young veterans are in the California labor force and that 49,000 of them, or about 10.8 percent, were unemployed during the quarter ending March 31, 1971. Among nonveterans in the under 30 age group, the unemployment rate was about 8.4 percent.

Minority veterans constitute about 25 percent of the California total for the Vietnam era. There may be a number of reasons that the unemployment rate is higher among young veterans than among their nonveteran counterparts. The fact the veteran has been separated from the military usually means he is unemployed. Only a few veterans step immediately into civilian jobs.

Programs and Plans

HRD already has a built-in link with discharges, who fill out Veterans Employment Service forms which are relayed to state employment offices in their home areas. HRD veterans employment representatives then contact the returnees, inviting them in for help.

HRD field offices throughout the State provide direct employment services for veterans. Each of these offices has a Veterans Employment Representative (VER) who devotes his full time to helping veterans. Earlier this year these VERs were beefed up in 18 cities with an additional 52 persons designated Assistant Veterans Employment Representatives. Shortly, as stated earlier, still another 38 persons as Veterans Aides are to be added to HRD's Jobs for Veterans effort.

Services Offered

1. Job Placement. By law and policy, qualified veterans registered with HRD receive priority in referral over nonveterans and qualified disabled veterans receive preference over all others.

During 1970, more than 82,000 veterans were found jobs through HRD. This is 42 percent of the total male non-agricultural placements of 196,555. Veterans made up 26.5 percent of HRD's total non-ag placements (male and female) for the six months ending December 31, 1970. In that period, California HRD offices placed 35,919 veterans in non-agricultural jobs. This was over 18 percent more than the next nearest state. This year through May, HRD placed an additional 35,501 veterans. Of course most veterans, like other applicants, find their own jobs through direct contact with employers and through the help of friends and relatives. HRD is the largest single source of qualified veteran applicants seeking employment.

2. Job Counseling. Federal law entitles returning veterans to reinstatement in their old jobs with the seniority, status, and rate of pay they would have attained had their employment continued without military interruption.

(more)

3. Job Training. For the six months ending with April 1971, there were 4,242 veterans enrolled in special programs. There are 188,828 California veterans currently enrolled in training and educational courses in which the Veterans Administration grants financial assistance. 47,069 in institutions of higher learning; 93,464 in community colleges; 32,613 in vocational objective courses; 8,045 in on-the-job and apprenticeship training; 3,613 in high school.

Unemployment insurance for ex-servicemen is available to newly released veterans who are unable to find employment. In the calendar year 1970, approximately 69,000 new veterans received some payments from this source, an increase of 53 percent over the approximately 45,000 for 1969.

Human Resources Development and other agencies are participating in the President's Jobs for Veterans Campaign. A sufficient number of job openings has not yet developed.

Some local Task Forces have already been formed, and various veterans' organizations are active participants. Some of these local Task Forces have assisted in staging Job Marts for Veterans to bring employers and veterans together on an areawide basis. More of these Job Marts and other promotional efforts are planned.

(more)

HRD is keenly aware that more needs to be done. Possibly the veterans groups could increase their efforts for local publicity and community awareness of the employment and other needs of returning veterans. More involvement of the private sector is needed.

Many field offices of HRD have active Veterans Employment Committees composed almost entirely of members from the major veterans organizations. Similarly, regional committees serve in HRD's Northern and Southern Regions. A statewide Veterans Employment Committee meets semi-annually. These Veterans Employment Committees serve as advisory committees to HRD on a voluntary basis.

It is a fact that drug usage occurs in today's military. However, this has been overpublicized and is working to the detriment of many innocent young veterans.

No cause for fear -addicts don't seek work. A heroin habit is so expensive to maintain that an addict does not seek a job to support it. At the current price of heroin in the United States an ordinary job does not provide the money to purchase it.

end

EMPLOYMENT
John Jenkins

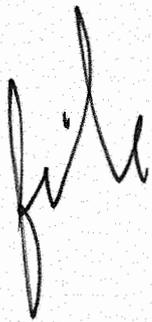
Memorandum

To : Those concerned

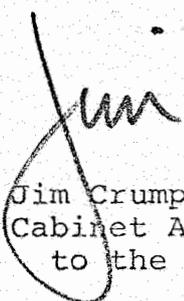
Date : May 13, 1971

Subject : Impact of hiring freeze

From : Governor's Office



Attached is an estimate of vacant positions and projected savings resulting from the current hiring freeze. You will note that the estimate of vacant positions was reported on March 1. Savings are estimated for the period to March 1 and, again, to June 30. You should find this information of interest. I have the breakdown by department for each of the 6 categories listed.



Jim Crumpacker
Cabinet Assistant
to the Governor

AN ESTIMATE OF VACANT POSITIONS AND ASSOCIATED SAVINGS
 RESULTING FROM HIRING FREEZE (GENERAL FUND ONLY)

Summary

	<u>12/1/70 - 3/1/71</u>		<u>12/1/70 - 6/30/71</u>	
	<u>No. Positions</u>	<u>Savings</u>	<u>No. Positions</u>	<u>Savings</u>
General Government	139	210,589	139	490,672
Agriculture and Services	202	485,806	202	1,106,619
Business and Transportation	60	198,016	59	342,538
Resources	53	96,228	53	224,211
Human Relations	454.4	657,678	749	1,823,330
Education	<u>565.5</u>	<u>1,230,910</u>	<u>565.5</u>	<u>2,868,480</u>
	1,473.9	2,879,227	1,767.5	6,855,850

State of California - Human Relations Agency January 22, 1971
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
800 Capitol Mall, Sacramento 95814 (916) 445-1952

HRD NR - 548

IMMEDIATE RELEASE

A review of California's employment and unemployment figures for 1970 and a look at some of the people and occupations behind the figures was issued today by the Department of Human Resources Development.

The department, one of nine in the Human Relations Agency, has the major responsibility for helping the unemployed get and keep jobs. Its director is Gilbert L. Sheffield.

The report notes that employment in California last year averaged 8,091,000, topping by 75,000 the previous record set in 1969. Job gains in services, government and trade more than offset the job losses in the defense and aerospace industries.

Unemployment averaged 520,000 in 1970, up by 148,000 from the 1969 level to produce an over-the-year average rate of 6.0 percent. The 1969 rate was 4.4 percent.

The civilian labor force was up by 223,000, or 2.7 percent from 1969, to an average of 8,611,000. This may be compared with an increase during 1969 of 298,000, or 3.7 percent.

Seven out of every ten people unemployed in 1970 were covered by unemployment insurance, says the report. Those not protected were new entrants into the labor force, the self-employed, and some in occupations not covered by unemployment insurance -- mainly state and local government, farm and domestic workers.

(more)

The number of unemployed who claimed these UI benefits went up by 86 percent between October 1969 and October 1970 (latest figures available). Compared with that overall increase, claims filed by specific occupational groups associated with the aerospace and defense industries showed greater increases.

For example, the number of unemployed professional, technical and managerial workers who filed claims in this period rose from 16,573 to 34,378, an increase of 107 percent. Within the professional group, the number drawing UI benefits in the architecture and engineering group rose from 3,801 to 12,087 (218 percent) and in the mathematical and physical science group claims rose from 671 to 1,926 (187 percent).

However, the report points to the fact that these numbers represent a very small proportion of the claims. By far the largest numbers were in the industrial, clerical and other occupations, where the increase was from 106,886 to 194,687, an increase of 82 percent. This is 4 percent lower than the annual average.

Regarding job opportunities, the report says that a few occupations continue to be short-handed even during a period of rising unemployment. A summary of seven major labor market areas shows a continuing shortage of qualified applicants for such jobs as dental hygienist, dietician, nurse, physical therapist, insurance salesman, typist (60 WPM), auto mechanic and various types of servicing and repair occupations.

(more)

In other jobs, says the report, although the short-range outlook is currently affected by transitional adjustments to the change caused by the curtailment of defense and space-related contracts, the long-term opportunities are still good, even for aeronautical engineers, for example. The department's labor analysts base this prediction on statistical data provided by the U.S. Department of Labor, projected over the next 5-10 years.

Meanwhile, as previously reported, the department is developing a broad and diversified mixture of manpower training programs to meet critical needs in the professional and technical occupations hardest hit by the economic downturn. This includes the allocation of \$9 million for special help in the counties of Los Angeles, Orange, Santa Clara and San Diego.

The special needs of the poor, the disadvantaged and the unemployable were a major concern of HRD Department during 1970. Of the total of 315,000 persons placed in jobs by the department in 1970, more than 50,000 were classified as disadvantaged and more than 100,000 were members of minority races.

Special attention was also given to the needs of veterans and more than 82,000 were found jobs by HRD Department during 1970. This was 42 percent of the total male placement figure of 196,555. Other special categories who were found jobs were the handicapped (3.7 percent), older workers (19.2 percent) and youth (32 percent).

In addition to the above, the department's Farm Labor Services Division recorded 1,255,000 placements in 1970, most of which were seasonal jobs.

file

RR AND LABOR

Employment

As a former six-time President of the Screen Actors Guild and a labor leader who guided his union's only strike in its history, Ronald Reagan understands labor's side of the bargaining table. He is a strong believer in free collective bargaining.

During the Reagan administration, the State has achieved a number of spectacular gains for the working men and women of California, including some goals labor has long sought. And while inflation has nullified some of the fiscal benefit, more Californians are employed today at higher-paying and safer jobs than at any time in its history.

EXAMPLES:

EMPLOYMENT

--Under RR, total employment in California has reached all-time high (8,193,000 in June 1970, UP 100,000 over same month in 1969).

--RR has worked vigorously to help bring new industry to California and to revitalize existing industries such as aero-space which have suffered in recent years because of defense and aerospace contract shifts from California to Texas, Massachusetts and New York.

--RR vigorously supported successful effort to bring the B-1 bomber contract to California, thereby insuring 43,000 jobs in California aerospace industry. He is working closely with Senator Murphy and Administration officials to see that California firms receive fair consideration in award of aerospace and defense contracts.

UNEMPLOYMENT

--Unemployment during the first 42 months of RR administration averaged only 4.7%. During previous administration (1959-67), unemployment averaged 5.8%. During 68-69, unemployment down to 4.4%, lowest monthly average for California in more than a decade.

--Unemployment figure reached a high point of 5.9% in May and June under RR. The State's unemployment rate averaged that percentage or HIGHER for six of the last seven full years of the previous administration. The high point in the previous administration was 7.1% in May 1961.

LABOR GAINS UNDER RR

During RR administration, California has:

--Raised workman's compensation benefit from \$70 to \$87.50 per week through bipartisan legislation signed and supported by RR.

--Raised minimum wage rates for women and minors from \$1.05 and \$1.35 per hour to \$1.65 per hour--all-time California high.

--Secured return of more than ^{\$6 million} ~~\$4 million~~ to workers for non-payment of wages--an amount larger than ~~all~~ other state ~~totals combined~~.

--Established new records in the number of registered apprentices. At the end of December 1969, California had 27,134 registered apprentices--more than any state in nation and almost 5,000 more than in previous year. Increased minority group apprentices to 16.8%, compared to national average of 7.7%.

--Paid work injury claims 7 per cent faster in 1969 than in previous year in uncontested cases and 17 percent faster in contested case.

--Expanded Industrial Safety Board meetings to give the working public closer contact with the board.

--Adopted California's first safety regulations to government amusement rides and carnivals.

INDUSTRIAL SAFETY

During RR administration, California:

- Established an all-time record LOW industrial injury accident rate (30.8 disabling injuries per 1,000 workers) in 1967.
- Set the 2nd lowest rate of 30.9% in 1968.
- In 1969, the last complete year of RR, rate was 31.6%--same rate as during previous administration's last year in office.
- RR's three full year average of 31.1 is an all-time record low average industrial injury rate--despite economies in administrative overhead and employment of record number of apprentices and less experienced workers (group most prone to accidents).

LOWEST DEATH RATE, TOO

- Contrary to claims of some, under RR the number of industrial deaths per 10,000 workers has DECLINED--rate has averaged 1.06 in RR's first 40 months.
- During Brown's last four years (63-66), death rate averaged 1.22.
- Industrial death rate per 10,000 workers was: 1.19 in 1963; 1.29 in 1964; 1.22 in 1965 and 1.18 in 1966 under Brown.
- Under RR, death rate DROPPED to 1.06 in 1967--a new LOW. Rate was only 1.10 in 68 & 1.10 again in 69. Despite administrative economies, death rate is running at an estimated rate of only 1.00 for first four months of 1970--that would be all-time low!

LABOR APPOINTMENTS

- Appointed and reappointed well-known labor leaders to important state posts, including among many others:
- George Smith of the Electrical Workers as Deputy Director of Industrial Relations.
- Virgil L. Collins of United Auto Workers, Local 216, to Industrial Safety Board.
- Don Blewett of Western Conference of Teamsters to Unemployment Insurance Appeals Board.
- Albert G. Boardman of Operating Engineers, Local 3, to Workman's Compensation Appeals Board.
- Reappointed C. L. Dellums, Brotherhood of Sleeping Car Porters, to Fair Employment Practice Commission, Democrat Civil Rights Leader.
- Ben N. Scott of Retail Clerks to Board of Directors of California Community Colleges.

EMPLOYMENT and UNEMPLOYMENT in CALIFORNIA

Postage and fees paid
Employment Security mail

Ronald Reagan, Governor

Human Relations Agency Lucian B. Vandegrift, Secretary
Departments of

Industrial Relations Human Resources Development
William C. Hern, Director Gilbert L. Sheffield, Director

NUMBER 195

800 CAPITOL MALL, SACRAMENTO

OFFICIAL BUSINESS

JULY 1970

EMPLOYMENT

SUMMARY

California civilian employment this July totaled 8,132,000, above the year-earlier level by 61,000, or 0.8 percent. Largest gains over the year occurred in services and trade.

The usual midsummer lull resulted in a decline in total employment of 51,000 between June and July, slightly more than the normal reduction at this time of year. Triggered by the end of the school term, the main over-the-month cutback occurred in government.

MANUFACTURING

Employment in manufacturing totaled 1,612,000 this July, fewer by 103,000 than 12 months ago. From June, jobholders increased by 2,000, somewhat short of the seasonal norm.

Accounting for a major portion of the year-to-year loss, the aerospace manufacturing complex (aircraft, electrical equipment, ordnance, and instruments) numbered about 491,000 in July, off by 78,000 from the July 1969 level. Additionally, however, a number of other industries contributed to the loss from July a year ago in manufacturing. Among those groups with fewer workers this July than last were primary and fabricated metals, canning, shipbuilding, machinery, and lumber.

A majority of the manufacturing industries registered employment declines between June and July, led by the aerospace complex. The principal gains occurred in canning, although this increase was relatively small for this period, and in furniture, which was boosted by a strike settlement.

GOVERNMENT

Public employment dropped to 1,390,000 in July, 65,000 fewer than in June and 31,000 above a year ago.

Major contraction from June came in education with the layoff of nonacademic personnel at the close of the school year. The Federal segment also moved down when the remainder of the short-term workers on the 1970 Census went off the payroll. A portion of the total over-the-month reduction in government was offset by gains in other jurisdictions as a result of summer job and recreation programs and the settlement of a trade dispute in a transit district.

Growth from July 1969 stemmed chiefly from public education and county government. The reduction in defense jobs held the Federal sector well below the prior-year level.

SERVICES

With a record 1,696,000, employment in services tapped June by 14,000 and July a year ago by 60,000 — the largest month-to-month and year-to-year rises of any of the major industries. Main climb from June was tied to summer job programs in the nonprofit organization group. In terms of over-the-year growth, medical services continued to dominate.

TRADE

Total employment in wholesale and retail trade reached 1,757,000 this July, 56,000 more than a year ago and 8,000 above June. Eating-drinking places and

general merchandise firms accounted for close to half of the over-the-year addition. The major rise between June and July occurred in agricultural-related activities in the wholesale segment.

AGRICULTURE, FORESTRY, AND FISHERIES

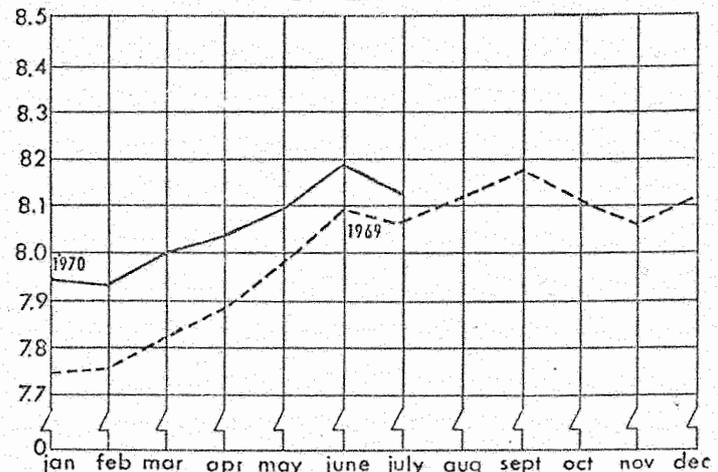
Employment in agriculture, forestry, and fisheries declined by 18,000 over the month to 342,000 in July and compared with 349,000 in July 1969. Farm employment totaled 315,000 in July, a drop of 17,000 from a month earlier. Completion of the cherry harvest and orchard thinning, as well as seasonal declines in strawberry picking, cotton chopping, vineyard pre-harvest activities, and potato harvesting accounted for the larger employment declines. Employment gains were recorded in the peach, tomato, apricot, plum, cucumber, and pear harvests.

Over the year, farm employment fell by 7,000. Most of the decline was attributable to the apricot harvest. The apricot crop was lighter and earlier than last year's, and because of a heavy carry-over from 1969, canners showed little interest in purchasing this year's crop. Employment also fell below the year-ago level in potato harvesting.

OTHER INDUSTRIES

After dipping below the year-ago level in June, CONSTRUCTION employment — at 378,000 this July — matched the prior-July level but only because a sizable trade dispute a year ago had reduced employment then. A smaller-scale strike this July was a contributing factor in the shrinkage of 2,000 from June. Both TRANSPORTATION-UTILITIES, with employment of 496,000 in July, and FINANCE-INSURANCE-REAL ESTATE with 428,000, established new records.

EMPLOYMENT

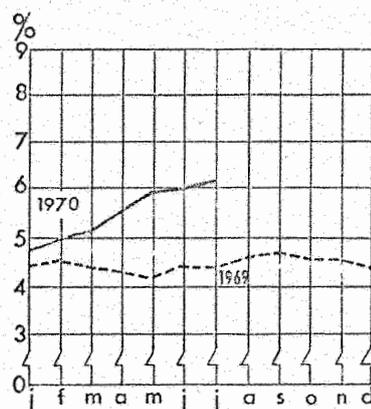
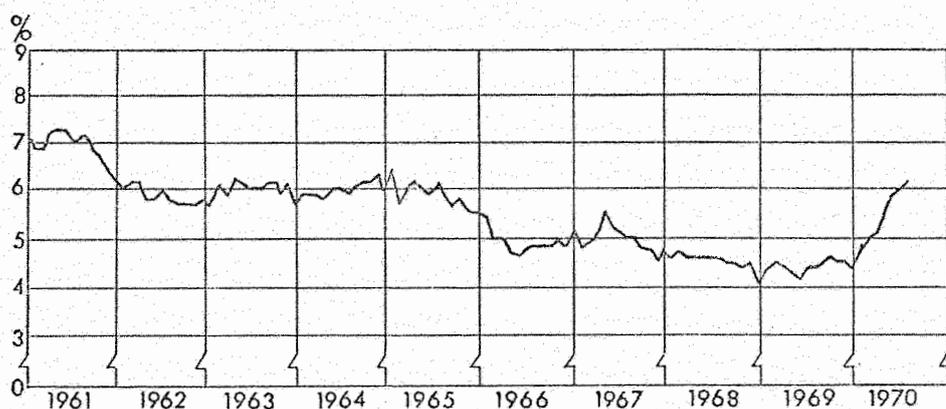


EMPLOYMENT
Division of Labor Statistics and Research
Department of Industrial Relations

FOR FURTHER INFORMATION

UNEMPLOYMENT
Research and Statistics
Department of Human Resources Development
800 Capitol Mall, Sacramento, California 95814

SEASONALLY ADJUSTED UNEMPLOYMENT RATE



UNEMPLOYMENT

Unemployment totaled 558,000 in July, up by 171,000 from July 1969. Seasonal influences usually reduce unemployment between June and July. This year, however, the total rose by 15,000 as unemployment continued to reflect the sluggishness in the economy and layoffs in aerospace.

Of the total unemployed, 262,000, or 47 percent, filed claims for regular State unemployment insurance during the week ending July 24, 1970. By industry division 40 percent of the claimants were previously employed in manufacturing, 18 percent had been employed in services, 16 percent were trade workers, 14 percent had worked in construction, and 12 percent were distributed among the several other insured industries. Insured unemployment increased by 19,900 between June and July. Sizable increases were recorded for construction, trade, and manufacturing workers.

The number of insured unemployed rose by 108,000 from the July 1969 total. Increases from a year ago were registered in all major insured industry divisions. Manufacturing and construction accounted for the larger gains.

LABOR FORCE

The civilian labor force, consisting of the employed and unemployed available for work and seeking work, totaled 8,690,000 in July, compared with 8,458,000 in July 1969. The seasonally adjusted unemploy-

ment rate was 6.2 percent in July, up from 6.0 percent in June and 4.4 percent in July 1969.

LABOR MARKET TRENDS

July unemployment rates were below the State average in the Los Angeles-Long Beach, San Francisco-Oakland, San Diego, San Jose, San Bernardino-Riverside-Ontario, Sacramento, Santa Barbara, and Vallejo-Napa labor market areas.

The adjusted unemployment rate in the Los Angeles-Long Beach area was 5.8 percent in July, up from 5.6 percent in June and 4.0 percent in July a year ago. The San Francisco-Oakland area seasonally adjusted unemployment rate, at 5.1 percent was above both the June rate of 4.9 percent, and the July 1969 rate of 3.9 percent.

At 6.3 percent, the Anaheim-Santa Ana-Garden Grove Labor Market Area seasonally adjusted rate was above the 5.8 percent rate of June and the 3.9 percent rate of a year ago. In the San Diego area, the seasonally adjusted unemployment rate was 5.6 percent, the same as the June rate, but above the July 1969 rate of 3.7 percent.

The adjusted rate in the San Jose area was 6.1 percent in July, up from the June rate of 5.3 percent, and also above the 4.0 percent rate of a year ago. In the San Bernardino-Riverside-Ontario area, the adjusted rate, at 6.0 percent, was up from the 5.9 percent June rate, and the 4.5 percent rate of July 1969.

Among the remaining major labor market areas of the State, all had unemployment rates above the year ago levels.

ESTIMATED CIVILIAN EMPLOYMENT AND UNEMPLOYMENT IN CALIFORNIA

(thousands)

Industry and work status	1969							1970						
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July
Employment ^a	8,093	8,071	8,118	8,178	8,116	8,061	8,116	7,945	7,934	8,004	8,032	8,099	8,183	8,132
Agriculture, forestry, and fisheries.....	361	349	371	398	336	283	279	269	267	278	299	337	360	342
Mineral extraction.....	34	34	35	34	34	34	33	33	33	33	33	33	33	33
Construction ^b	382	378	352	379	386	383	376	355	352	365	372	377	380	378
Manufacturing.....	1,699	1,715	1,761	1,760	1,715	1,690	1,673	1,645	1,633	1,641	1,631	1,613	1,610	1,612
Transportation and utilities.....	483	487	488	486	484	481	481	475	474	477	463	465	488	496
Trade.....	1,690	1,701	1,704	1,706	1,710	1,729	1,793	1,708	1,694	1,702	1,713	1,727	1,749	1,757
Finance, insurance, and real estate ^c	409	412	415	413	414	415	417	418	420	422	424	424	426	428
Services.....	1,624	1,636	1,640	1,633	1,634	1,635	1,643	1,633	1,643	1,653	1,660	1,668	1,682	1,696
Government ^d	1,411	1,359	1,352	1,369	1,403	1,411	1,421	1,409	1,418	1,433	1,437	1,455	1,455	1,390
Unemployment ^e	389	387	380	327	316	373	376	458	514	482	438	472	543	558
Civilian labor force ^e	8,482	8,458	8,498	8,505	8,432	8,434	8,492	8,403	8,448	8,486	8,470	8,571	8,726	8,690
Unemployment rate:														
Seasonally adjusted.....	4.4	4.4	4.6	4.7	4.6	4.6	4.4	4.8	5.0	5.1	5.5	5.9	6.0	6.2
Unadjusted.....	4.6	4.6	4.5	3.8	3.7	4.4	4.4	5.5	6.1	5.7	5.2	5.5	6.2	6.4

^a Includes wage and salary workers, employers, own-account workers, and unpaid family workers. Excludes workers directly involved in work stoppages who received no pay for the payroll period which includes the 12th of the month.

^b Includes construction contractors and operative builders and their employees. Excludes force-account and government construction workers.

^c Excludes operative builders and their employees.

^d Includes all civilian employees of Federal, State, and local governments, regardless of the activity in which the employees are engaged.

^e Excludes the potential or latent supply of workers not active in the labor market and workers directly involved in work stoppages.

Memorandum

*file
legislation*

To : Legislative Unit

Date: January 31, 1968

Subject:

ISSUE: Position on Calif. Job Development Corporations (AB 109 - Campbell)

From : Business and Transportation Agency
Office of the Secretary
1120 N Street, Sacramento, (916) 445-1331

FACTS: Assemblyman Campbell has introduced AB 109 which authorizes creation of Calif. Job Development Corporations (Cal Job). New York and 22 other states have similar legislation.

Purpose is to assist business development, thereby creating more jobs by providing a credit source "not otherwise readily available". Aimed at depressed area investment and minority employment.

Bill in summary form:

1. Allows any 25 residents to form corp. -- subject to approval of Gov.
2. Provides for financial institutions (Banks, Insurance Cos., etc.) to become members of corp. by pledging to lend corp. funds up to 2% capital plus surplus or \$250,000, whichever less.
3. Corp. has 16 directors -- 12 elected by members from 12 described state economic regions -- 2 by stockholders - ex officio Directors Employment and Industrial Relations.
4. Corp. can incur obligations up to 10 times capital and surplus or \$50 million whichever greater.
5. Loan committee set up in each region to screen loan applications which must be approved by Directors.
6. Applicants must show prior refusal by financial institution (purpose to avoid competition).

DISCUSSION: Provides vehicle for permitting high risk loans -- purpose stated broadly not tied expressly to high risk loans or distressed areas. Minority consultant states N.Y. Bus. Dev. Corp. has supported and created 40,000 jobs over 13-year period -- Kansas 3,000 jobs in 2 years. N.Y. law aimed primarily at new corps. - not necessarily high risk -- minority jobs only derivative effect.

Goal of bill laudible and supportable uses private sector -- not directly competitive -- broad membership base minimizes misuse of loan funds on ill-conceived projects.

CONCLUSIONS AND RECOMMENDATIONS: Gov. could support bill's concept and goal -- without endorsing specifics of bill.

Gordon C. Luce
GORDON C. LUCE, Secretary of
Business and Transportation

Assemblyman Bill Campbell

Need

Growth of job producing small and medium size business is essential to the stability and future prosperity of California.

Conventional financial institutions do not now provide sufficient needed capital to finance small or medium size business development or expansion, especially in poverty areas. These existing or prospective businesses need working capital to buy machinery, modernize or expand and in some cases do not have long enough earnings records or sufficient collateral to satisfy the requirements of conventional lenders.

Many worthwhile and potentially profitable small business ventures can't grow or even "get off the ground," because their need for capital can't be met by conventional means. Loans by CALJOB could stimulate additional loans by banks or the federal government.

This needed capital can and should be provided by existing private financial institutions.

Summary of Proposal

This bill provides for creation of a California Job Development Corporation (CALJOB) to pool private risk capital and make loans for small and medium size business growth. It would not compete with existing financial institutions or require use of taxpayers funds but could help attract new business to California.

Financing of the JDC is accomplished through the stockholders and members. The stockholders, consisting of companies, groups, and individuals interested in the economic well-being of California, supply the equity capital when they buy shares of the corporation. The members, consisting of those financial institutions interested,

pledge that a maximum of 2% of their capital and surplus will be available to loan to the corporation when needed. CALJOB would then reloan this money to applicants at an interest rate sufficient to cover expenses and provide for a "possible loss fund."

This enabling legislation provides that California shall be divided into twelve economic regions with its own loan committee, familiar with the needs of that region.

CALJOB will have sixteen directors: 12 elected by the members, one from each of the State's 12 economic regions; two elected by the stockholders; and the Directors of Employment and Industrial Relations.

Justification:

A recent survey of 23 states having enabling legislation for Development Corporations similar to CALJOB showed that eighteen of these States have successful active Development Corporations. Success ranges from New York's Business Development Corporation which has supported and created more than 40,000 jobs in thirteen years of operation, to the Kansas Development Credit Corporation, which has created and supported over 3,000 jobs in two years of operation.

Contact has been made with the U. S. Small Business Administration which has expressed great interest in the possibility of providing loan funds to the proposed corporation. CALJOB could work closely with various state agencies and private ventures providing jobs and training for the unemployed. Moreover, it might be possible to expand the State's present Manpower Training program to provide allowances for

job trainees in small business.

Fiscal Impact:

The Job Development Corporation is a self-supporting, private corporation. Funds will be borrowed from the private sector, no state credit will be provided.

Prepared by:

Assembly Minority Consultants
January 26, 1968

File

Employment

NUMBER OF FULL-TIME CIVIL SERVICE EMPLOYEES
CALCULATED BY DEPARTMENT
IN DECEMBER 1966, JUNE 1967, AND DECEMBER 1967
WITH PERCENTAGE COMPARISONS

Agency	Department	December 1966	June 1967	12/66-6/67 % Difference	December 1967	12/66-12/67 % Difference
Agriculture	Agriculture	1,792	1,721	- 4.0	1,663	- 7.2
Business and Transportation	Agency	2	1		2	
	Alcoholic Beverage Control	439	420	- 4.3	419	- 4.6
	California Highway Patrol	5,294	5,629	+ 6.3	5,892	+ 11.3
	Fire Marshal	85	81	- 4.7	77	- 9.4
	Franchise Tax Board	1,168	1,131	- 3.2	1,162	- 0.5
	General Services	3,821	3,677	- 3.8	3,684	- 3.6
	Horse Racing Board	18	17		18	
	Insurance	306	292	- 4.6	293	- 4.2
	Investment					
	Banking	84	79	- 6.0	77	- 8.3
	Corporations	399	374	- 6.3	339	- 15.0
	Real Estate	274	252	- 8.0	231	- 15.7
	Savings and Loan	192	179	- 6.8	179	- 6.8
	Motor Vehicles	5,472	5,335	- 2.5	5,712	+ 4.4
	Personnel Board	483	444	- 8.1	427	- 11.6
	Professional & Vocational Standards	630	607	- 3.7	589	- 6.5
	Public Employees Retirement System	269	260	- 3.3	265	- 1.5
	Public Works	17,893	17,562	- 1.8	17,640	- 1.4
Human Relations	Agency	9	10		8	
	Corrections	6,438	6,192	- 3.8	6,209	- 3.6
	Employment	6,669	6,680	+ 0.2	6,887	+ 3.3
	Health Care Services	30	62	+100.7	142	+373.3
	Industrial Relations	3,104	3,061	- 1.4	3,053	- 1.6
	Mental Hygiene	21,216	19,418	- 8.5	19,278	- 9.1
	Motor Vehicle Pollution Control Board (now Air Resources Board)	4	4		4	

NUMBER OF FULL-TIME CIVIL SERVICE EMPLOYEES CONTINUED

Agency	Department	December 1966	June 1967	12/66-6/67 % Difference	December 1967	12/66-12/ % Difference
	Public Health	1,509	1,492	- 1.1	1,439	- 4.6
	Rehabilitation	1,524	1,640	+ 7.6	1,770	+ 16.1
	Social Welfare	1,457	1,460	+ 0.2	1,417	- 2.7
	Veterans Affairs	931	928	- 0.3	897	- 3.7
	Youth Authority	3,070	3,047	- 0.8	3,119	+ 1.6
Resources and Development	Agency	4	5		5	
	Colorado River Board	16	16	0	15	- 6.2
	Conservation	2,943	3,018	+ 2.5	2,878	- 2.2
	Fish and Game	1,033	1,020	- 1.3	1,037	+ 0.4
	Harbors and Watercraft	59	55	- 6.8	55	- 6.8
	Housing & Community Development	124	124	0	120	- 3.2
	Parks and Recreation	1,161	1,134	- 2.3	1,105	- 4.8
	San Francisco Bay Conservation & Development Commission	9	9		10	
	San Francisco Port Authority	337	337	0	341	+ 1.2
	Water Resources	4,399	4,454	+ 1.2	4,432	+ 0.7
	Water Resources Control Board	148	154	+ 4.1	163	+ 10.1
Other Agencies	Controller	563	555	- 1.4	549	- 2.5
	Coordinating Council for Higher Education	24	26	+ 8.3	30	+ 25.0
	Districts Securities Commission	11	11		10	
	Education	1,600	1,581	- 1.2	1,634	+ 2.1
	Equalization	2,290	2,218	- 3.1	2,253	- 1.6
	Finance	395	398	+ 0.8	404	+ 2.3
	Justice	1,341	1,349	+ 0.6	1,389	+ 3.6
	Lieutenant Governor	6	4		5	
	Military	294	291	- 1.0	294	
	Public Utilities Commission	747	730	- 2.3	718	- 3.9
	Scholarship & Loan Commission	24	19	- 20.8	24	
	Secretary of State	92	82	- 10.9	83	- 9.8
	Teachers' Retirement System	115	114	- 0.9	124	+ 7.8
	Treasurer	40	41	+ 2.5	41	+ 2.5
		102,461*	99,907*	- 2.5	100,724*	- 1.69

NUMBER OF FULL-TIME CIVIL SERVICE EMPLOYEES CONTINUED

* The columns do not total these amounts since those boards and commissions with very small staff have not been included.