



MONDALE'S KEY STAFFERS - Vice President Walter F. Mondale has announced the appointment of two black attorneys to key positions on his personal staff. They are James Dyke of Washington, D. C., and Lawrence R. Oliver of East Palatka, Florida. Dyke, 30, will be Mondale's Special Assistant for Issues Development and will work closely with Carter staffer Bunny Mitchell in coordinating the new Administration's relations with the black community. Oliver, 30, will serve as Mondale's Special Assistant for Legislation. He will work in the Vice President's Senate office and will assist Mondale in congressional relations. He also will serve as legislative liaison for consumer, health and veterans issues.

ADMINISTRATIVE DILEMMA

Productivity Vs. Responsibility

RALEIGH (CCNS) - Harold Webb, State Personnel Director, speaking to the N. C. Triangle Chapter of the American Society for Public Administration described the dilemma of public administration as it responds to changes in society. Webb spoke to a luncheon meeting during an all-day seminar on March 10.

"Public administration appears to be in a kind of transitory state between a classic need to be organized, predictable, productive and stable on the one hand, and to be responsive and changeable on the other hand," he said. These opposing needs he described as "kind of a dilemma."

Noting changes in public administration theories during the last decade, Webb said "the present view seems to be that organization should attempt to respond to rapid social changes. Hence we see in recent years affirmative action programs, fair employment practices, and labor-management relations."

Reorganization and use of human relations techniques classically have been the means of adapting the government to social changes, Webb said. Reorganization, he explained, was changing the organization and human relations was "changing the individuals." Both are important, he emphasized.

Webb, the first black to hold the Directorship of State Personnel said an increase in

the number of employee grievances in recent months has caused a considerable backlog in grievance hearings. Webb said that the two hearings officers now employed are overworked and budget requests have been made for additional hearing officers.

Webb said that he is concerned for the reason for the backlog and that is the reason for initiation of the study. Questioned if he had indication of the cause of the increases said "I have a suspicion that too frequently due process isn't followed." Webb continued saying, "It

isn't always whether the employee was right or wrong, but there is such a thing as due process and certain rights and a certain procedure as you go through a system to arrive at a decision."

The Triangle Chapter of the American Society for Public Administrators is composed of approximately 80 per cent state employees, including only a few blacks. Ironically many of the persons that Webb spoke to were possibly involved at some level with many of the grievances that now clog the hearing officers' dockets.



THE POWER & THE GLORY

By Dr. G.E.A. Toots

A NATION OF TWO SOCIETIES

The U. S. Supreme Court has moved to its most conservative, restrictive Civil Rights posture of the decade, and seriously impeded the progression of Civil Rights. It has denied the responsibility of the suburbs to affirmatively share in solving the inner cities problems in housing, education, and employment.

TWO SOCIETIES

The National Advisory Commission on Civil Disorders forecast a nation of "two societies, one black, and one white, separate and unequal."

THE SUBURBS

Suburbia houses the middle-class influx of white liberals, who fled to avoid the problems of city living.

Their governments argue that they did not create the problems of the cities, and that exclusionary zoning ordinances are a traditional means of protecting the quality and character of a community.

But in reality, they represent the citizens who rather than seek solutions to the problems of the city, migrated.

ETHNIC PURITY

The Supreme Court sustained the right of the all white Chicago suburb of Arlington Heights to enforce one family dwelling restrictions on two acres of land; and the continuation of its pattern of residential

segregation.

The ethnic purity philosophy espoused by President Carter during the campaign has now received Supreme Court approval. Black America can anticipate a reluctance by the Carter Administration to use federal agencies affirmatively, where ethnic interests are involved.

HOUSING IMPACT

The responsibility of housing the poor will be limited to communities with a social conscience. The all white ethnic character of many neighborhoods will be preserved.

LEGAL IMPACT

The legal test used by the court makes litigation of Civil Rights cases based on discriminatory conduct more difficult to prove. Minorities must clearly show exclusive discriminatory motive, rather than disproportionate results. The test urged by Justice Thurgood Marshall in the dissenting opinion, was the effect, or ultimate outcome of conduct.

MUSHROOMING OF EXCLUSIONARY ZONING

If there are other reasons to justify the discriminatory action besides bias, the conduct is now permissible, or not inherently unconstitutional.

Americans can anticipate a mushrooming of exclusionary housing and zoning ordinances.

Housing for the poor will be isolated to geographic pockets of instant ghettos of longings. Areas where budgets for education are based upon real property taxes will continue to

have an inadequate budget for education.

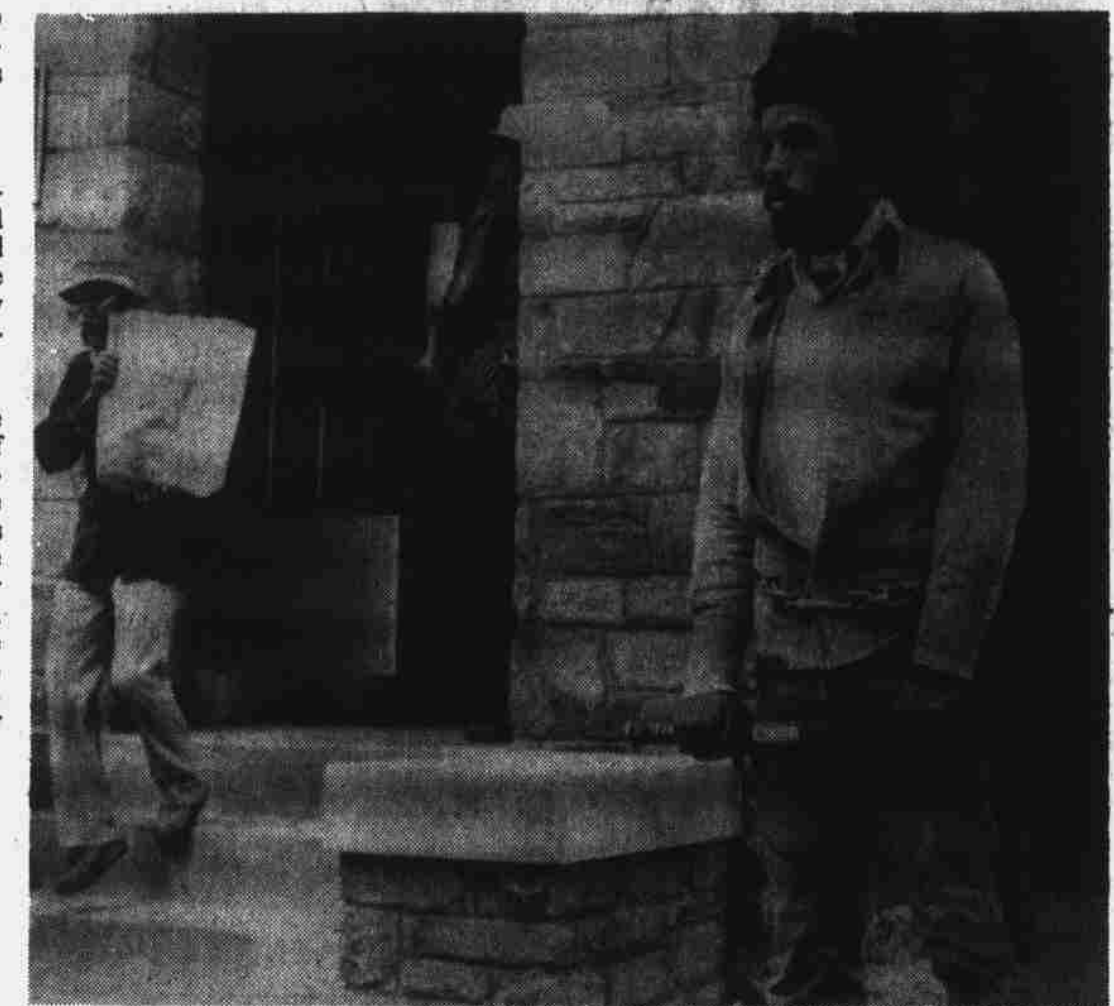
Funding for community services such as sanitation, police and transportation, financed by the local tax base, in cities with an imbalance of the poor, will suffer the most. They will be unable to provide the quality of services required.

This new policy enunciated by the Supreme Court will limit the ability of lower courts to provide remedies also in the areas of education and employment.

THE WAY OUT

Congress and particularly members of the Congressional Black Caucus, should be bombarded with mail, demanding the immediate introduction of legislation to protect the rights of minorities and the poor, against exclusionary laws that limit the long accepted right to live anywhere in our nation. Freedom of access denied to one class of America, is denial of freedom to all Americans. AMEN.

AMEN



WASHINGTON SEIGE-As a Muslim stands guard with seimitar, Abdul Azziz, son-in-law of Hamas Abdul Khaalis, the leader of a group of Hanifi Muslims which held hostages at three downtown buildings in the nation's capital, leaves the religious sect's headquarters with food to be delivered to the Muslims at sites they took over, March 10. (UPI)

Wanted Ads

Union Loses

CHARLOTTE-The election held at General Electric's Arrowwood Plant to determine if the workers would be sent by the United Electrical Radio and Machine Workers Union (UE) ended in defeat for the union and its supporters. By a two to one margin, workers declined to accept the union as their collective bargaining agent.

Peter Brandon, Southern Regional Director for the Union, analyzed the defeat as directly related to management's propaganda attack in portraying the union as responsible for work stoppages, implying violent overtones. Workers living in textile mill towns like Gastonia and Clover, South Carolina - both scenes of union organizing campaigns were violence has occurred in the past - were said to be particularly vulnerable to this approach.

"What happened was that many people at the plant worked with us - I would say a majority were active in our effort to protest conditions at the plant," stated Brandon, "but people were shook by the idea of striking."

"There were about 200 who formed the base of our support who would be striking. Another 200 would support the union and yet still will not be ready to overcome their fears concerning the company portrayal of violence," he went on. "Then there is about one third of the plant that will have to be convinced that the company's promises don't amount to anything substantial."

Among the tactics used by the company included a propaganda barrage that peaked during the last few days before the election.

LEGAL NOTICES

STATE OF NORTH CAROLINA DURHAM COUNTY
Administrator's Notice
Having qualified as administrator of the estate of Marie W. Whitley, this is to notify all persons having claims against the estate of Marie W. Whitley to present them to the undersigned within six months from the date of the first publication of this notice or same will be pleaded in bar of their recovery. All persons indebted to said estate, please make immediate payment.
This 19th day of March, 1977.
Mechanics and Farmers Bank, Administrator
Estate of Marie W. Whitley, deceased
116 W. Parrish Street
Durham, N. C. 27702
The Carolina Times:
March 19, 26; April 2, and 9, 1977.

STATE OF NORTH CAROLINA DURHAM COUNTY
Administrator's Notice
Having qualified as administrator of the estate of Estelle Nelson this is to notify all persons having claims against the estate of Estelle Nelson to present them to the undersigned within six months from the date of the first publication of this notice or same will be pleaded in bar of their recovery. All persons indebted to said estate, please make immediate payment.
This 19th day of March, 1977.
Mechanics and Farmers Bank, Administrator
Estate of Estelle Nelson, deceased
116 W. Parrish Street
Durham, N. C. 27702
The Carolina Times:
March 19, 26; April 2, 9, 1977.

STATE OF NORTH CAROLINA DURHAM COUNTY
Executor's Notice
Having qualified as Executor of the estate of the late James T. Hawkins this is to notify all persons having claims against the estate of James T. Hawkins to present them to the undersigned within six months from the date of the first publication of this notice or same will be pleaded in bar of their recovery. All persons indebted to said estate, please make immediate payment.
This 12th day of March, 1977.
Mechanics and Farmers Bank, Executor
Estate of James T. Hawkins, deceased
116 W. Parrish Street
Durham, N. C. 27702
THE CAROLINA TIMES
March 12, 19, 26, and April 2, 1977.

NORTH CAROLINA DURHAM COUNTY CREDITOR'S NOTICE
HAVING QUALIFIED as the Executor of the Estate of Alice P. Dick, late of Durham County, North Carolina, the undersigned does hereby notify all persons, firms and corporations having claims against said estate to present them to the undersigned or her attorney, C. C. Spaulding, Jr., Pearson, Malone, Johnson, DeJarnon & Spaulding, 112 1/2 W. Parrish Street, Durham, North Carolina, on or before the 26th day of August, 1977, or this notice will be pleaded in bar of their recovery.
All persons indebted to said estate will please make immediate payment to the undersigned at the address of the Executor given below.
This the 26th day of February, 1977.
SARAH CARTER, Executrix,
Estate of Alice P. Dick, Deceased,
2110 Concord Street, Durham, North Carolina 27707
THE CAROLINA TIMES
February 26; March 5, 12, 19, 1977.

STATE OF NORTH CAROLINA DURHAM COUNTY
Administrator's Notice
Having qualified as administrator of the estate of Charlie Garris this is to notify all persons having claims against the estate of Charlie Garris to present them to the undersigned within six months from the date of the first publication of this notice or same will be pleaded in bar of their recovery. All persons indebted to said estate, please make immediate payment.
This 19th day of March, 1977.
Mechanics and Farmers Bank, Administrator
Estate of Charlie Garris, deceased
116 W. Parrish Street
Durham, N. C. 27702
The Carolina Times:
March 19, 26; April 2, 9, 1977.

HELP WANTED

CHIEF OF POLICE - Applicants should have college degree, and extensive experience in effective command administration and community relations \$18,341 - \$20,221 starting. Resumes in confidence to: Personnel Dir., 306 N. Columbia St., Chapel Hill, N. C. 27514. Cutoff 5/31/77. Equal Opportunity, Male/Female Employer.

SUMMER RECREATION JOBS - Chapel Hill Rec. Dept. Includes: playground coord., plgd. counselors, plgd. specialists, life guards, swim instructors, pool assis. Pay range \$2.30/hr. - \$4.00/hr. Weekly hrs. range from 20-40. Work dates 6/20/77 - 8/5/77. Apply: Lower level, Municipal Bldg., 306 N. Columbia St., by 4/15/77. Equal Opportunity M/F Employer.

COMMUNITY HEALTH SERVICES COORDINATOR, School of Public Health, University of North Carolina at Chapel Hill: Serves as liaison between health and health-related agencies in the state and the Division of Community Health Service in the School of Public Health. Responsible for helping agencies assess needs for continuing education and technical assistance; interpreting services available from faculty to field agencies; working with Division team to match needs and services; helping coordinate and evaluate education/service projects.
Requirements: master's degree in health or social sciences; 2 years progressive experience in health or related agencies; knowledge of state health care delivery systems; willing to travel extensively, in western part of the state.
For further information contact: Richard House, Division of Community Health Service, 966-4/32. Equal opportunity employment.

COOK I
One year of experience in food preparation of service activities in a large commercial or institutional kitchen; or an equivalent combination of education and experience. 6 A. M. - 3 P. M. with weekend work on a rotating basis. \$5,916 - \$6,444. Contact the Employment Division, 111 Pettigrew Hall, UNC at Chapel Hill.
EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER.

AIRPLANE PILOT
P. I. C. to fly all-weather M. E. L. Aircraft. Commercial, instrument rating and extensive actual weather experience essential. This position is twenty hours per week. \$7,458 - \$8,196. Contact the Employment Division, 111 Pettigrew Hall, UNC at Chapel Hill.
EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER.

HELP NEEDED
Need someone to work in forest to cut and harvest timber. Good pay. Contact George T. Glenn, Route 2, Box 253, Rougemont, N. C.
\$2,000.00 MONTHLY! SPARETIME! Unbelievably excitingly easy! Send self-addressed and stamped envelope to Box 1824, Cleveland, Ohio 44106.

LABORER - Town of Chapel Hill, Streets. No prior exp. or min. education required. Start \$2.84/hr., excellent benefits. Apply: Municipal Bldg., 306 N. Columbia St. EQUAL OPPORTUNITY M/F EMPLOYER.

FOOD SERVICE ASSISTANTS NEEDED
Dishwasher (5 p.m. - Approximately 8:30 p.m.) 20 hours per week
Line Runner (11 a.m. - 8 p.m.)
Dishwasher (7 a.m. - 4 p.m.)
Counter and Salad Person (11 a.m. - 8 p.m.)
Requires ability to perform assigned duties with some heavy lifting involved. Weekend work on a rotating basis required. Past experience in food service preferred. \$5,472 - \$5,916 per year for full-time. Part-time prorated. Contact the Employment Division, 111 Pettigrew Hall, UNC at Chapel Hill.
EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER.

FOR SALE

JEWELRY
FREE! WHOLESALER JEWELRY CATALOG! Exclusive Designers' Collection! Bargains galore! Box 1824, Cleveland, Ohio 44106.

TRUCKS FOR SALE
'68 Chevrolet 1 ton, heavy rearend - '66 International 4 ton. Contact George T. Glenn, Route 2, Box 253, Rougemont, N. C.

DODGE VAN
Beautiful, clean, 1974 Tradesman 100, 3 sp., 6 cyl., ac, insulated, stereo-tape, carpet, bed. \$4,100. Call Cable Gulf, Durham, days (288-9867, evenings (288-0189).

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1973 Datsun 240Z, Green, Local owner, 4-speed, Air Conditioning, AM/FM. \$3977.00
1974 Datsun 280Z, Silver, Automatic, Air Conditioning, Radio. \$4477.00
1975 Datsun 280Z, Green, 4-speed. Low Mileage. \$5377.00
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Carolina Times 3-19-77