

NAACP And BI-LO Reach Fair Share Agreement

GREENVILLE, S.C. — NAACP Executive Director Benjamin L. Hooks praised the president and top officers of the BI-LO corporation for their sincere participation in negotiations with the NAACP that led to the signing of a promising fair share agreement on December 8. "This represents a voluntary agreement enthusiastically entered into to deal with that persistent problem of black unemployment in the community," he explained to reporters in a news conference at BI-LO's headquarters.

Hooks noted that not only has unemployment reached "the astronomical figure of 12 million," or 10.8 per cent, but that among blacks the rate is 20.4 per cent. Furthermore, he said, some economists estimate the true black jobless rate as being 25 per cent, a rate, he said, which approaches the level of the Great Depression in 1933.

The NAACP, Hooks said, is also very concerned about black youths, more than 50 per cent of whom have no jobs. "So we compliment this company,

which has taken the lead in working out a substantive agreement with the NAACP."

Other grocery chains with whom the NAACP is negotiating fair share agreements are Winn-Dixie, Harris Teeter, Food Town and Piggly-Wiggly, all in the NAACP's southeast region.

Lawson Saul, president of BI-LO, Inc., was equally enthusiastically about the agreement. He explained that negotiations were entered into with the NAACP, "not as adversaries but as friends." Negotiations, he said, were cordial and productive. "We consider this undertaking to be a business undertaking," he said.

As a result of the agreement, he said, the BI-LO chain planned to add more than 300 black workers to the 1,000 presently employed in 147 stores, primarily in North and South Carolina and Georgia, as well as in Tennessee. Saul challenged other supermarkets to "follow BI-LO's example."

The agreement was signed by both Saul and Hooks. Also signing for BI-LO was Jan T.

Gillespie, director of human resources. Additional signatories for the NAACP were Dr. W.F. Gibson, chairman of the Regional Caucus and president of South Carolina NAACP State Conference, Kelly Alexander, Sr., president of the North Carolina NAACP State Conference, Robert Flanagan, president of the Georgia NAACP State Conference, Earl Shinoster, NAACP regional director for Tennessee, North Carolina, Georgia, Florida, Alabama and Mississippi.

Witness to the agreement were Fred Rasheed, NAACP Fair Share director, Kelly Alexander, Jr., NAACP National Fair Share chairman, Ms. Mary Robert Thompson, director of Distribution for BI-LO and Ms. Mary Stone, BI-LO community relations manager.

Saul, in his statement, listed the following ten points of the agreement:

1. The formation of a BI-LO Consumer Advisory Council to which the NAACP will nominate candidates. The Council will be in place no later than June, 1983.

2. An aggressive, continuing effort to recruit, employ, and promote qualified black employees at all levels, including future director-level positions.
3. The recruitment of a qualified black employee to fill the position of Manager of Personnel Administration. This position will be filled no later than June, 1983.
4. The identification, training and promotion of at least four additional black store managers in 1983; plus eight additional black store managers in 1984 and 1985. The goal is to have a minimum of 12 new black store managers in the BI-LO organization by the end of 1985.
5. Develop and implement an accelerated training program concentrating on minorities from within present operations, other food store chains, and through college recruitment.

The promotion of at least 21 black men and women in managerial positions throughout the BI-LO organization by the end of 1983. Further, in 1984 and 1985, to promote a minimum of 42 black employees to posi-

tions in these higher categories. By the end of 1985, blacks will occupy at least 63 of these managerial positions. In addition, Dr. Hooks, Dr. Gibson, and I wish to state that by the end of 1983, BI-LO will have increased by 300 the number of entry level positions filled by black employees.

7. The purchase of goods and services from black-owned businesses. To achieve our goal of \$1.5 million annually, BI-LO is developing new minority vendor policies and programs.
8. To meet with officials of minority-owned banks located in BI-LO's operating area to explore the possibilities of utilizing their services.
9. To provide engineering and financial advice to black firms interested in store development, leasing, and land purchase.
10. To establish a company policy on contributions to assure that 25 per cent of BI-LO's activities are of direct benefit to the black community.

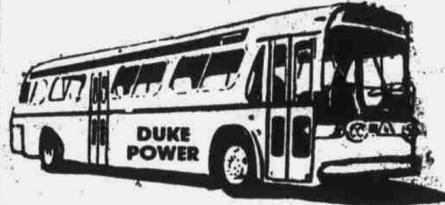
BI-LO enters into this understanding voluntarily, enthusiastically, and with a firm commitment to maintain its high standards of employment, service, and purchasing as we carry out responsibilities in accordance with the ten provisions.

These provisions are fair, reasonable, and of benefit not only to BI-LO, the NAACP, and minority citizens, but also the citizenry at large. In cooperation with the NAACP, BI-LO is determined to do what is right and just. We consider this understanding to be a sound business undertaking. And we look forward to working harmoniously with the NAACP for many years to come.

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FAUNTROY SIGNS BLACK LEADERSHIP PLAN AT ST. AUGUSTINE'S COLLEGE — Reverend, politician, educator, philosopher, leader, civil rights activist, Walter Fauntroy addressed a Lyceum Series held at Saint Augustine's College on last week. Chairman of the Congressional Black Caucus, he signed the Black Leadership Family Plan for students, faculty, and staff following his speech. His topic of discussion was "The Black Leadership Family Plan."

Philip Freelon Joins Architectural/Engineering Firm

Philip G. Freelon, AIA, has joined the Durham-Chapel Hill architectural/engineering firm of O'Brien/Atkins Associates, P.A.

Freelon received his Bachelor of Environmental Design degree with honors from North Carolina State University and his Master of Architecture degree from Massachusetts Institute of Technology.

Prior to joining O'Brien/Atkins, Freelon served as an associate and project designer with the architectural/engineering firm of 3D International, Houston, Texas. He served as project designer on the Transco Tower Renovation, Houston, Texas; the Housing Scheme for Yanbu Industrial City, Yanbu, Saudi Arabia; and the Singapore Urban Redevelopment Authority Condominiums.

Since joining O'Brien/Atkins, he has assumed responsibility as project designer for a prototype banking facility for Wachovia Bank and Trust Company and the Baptist Retirement Village Complex in Durham.

He, his wife, Nina, and children Dean and Maya, will reside at 214 W. Trinity Avenue.

O'Brien/Atkins is a thirty-person, full-service organization of architects, engineers, interior designers and planners offering comprehensive services to clients throughout North Carolina and the region. Recent projects designed by the firm include: Hotel Europa, Chapel Hill; Microelectronics Center of North Carolina, Research

Triangle Park; R.J. Reynolds Forest/Aviary, N.C. Zoological Park, Asheboro; Glaxo Headquarters Building, Research Triangle Park; Renovations at the North Carolina School of Science and Mathematics, Durham; new Terminal A Building, RDU Airport, Raleigh; Tropical Telco Credit Union, Miami, Florida; and numerous Wachovia Bank and Trust Company projects statewide.

Institute Of Govt. Offers Summer Internships

CHAPEL HILL — Sophomores, juniors and seniors currently enrolled in a North Carolina college or North Carolina residents attending an out-of-state college have until February to apply for the Summer Internship Program in state government sponsored by the Institute of Government at the University of North Carolina at Chapel Hill.

Twenty-three students will be selected by an advisory committee to participate in a living-learning internship in North Carolina state government directed by the Institute of Government. The interns will work from May 31 through August 5.

Students will work 40 hours each week in a responsible position in a state department, participate in evening educational seminars and be paid approximately \$150 per week.

Students interested in the program should secure an information brochure and a State of North Carolina application form from their college or university placement office or local job service office. A brief description of possible internships is available in college placement offices.

Applications should be mailed to: Institute of Government, Knapp Building 059A, University of North Carolina at Chapel Hill, Chapel Hill, N.C. 27514, by Feb. 11.

Applicants will be accepted without respect to race, sex, color, national origin, religion or handicap.

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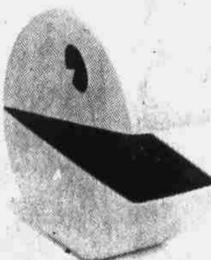
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