

## EEOC and United Airlines Sign Consent Decree

WASHINGTON—Lowell W. Perry, chairman of the U. S. Equal Employment Opportunity Commission (EEOC), announced that the United Airlines Corporation has agreed to pay more than one million dollars in backpay in settlement of a job discrimination lawsuit. The consent decree, signed recently, was filed in U. S. District Court in Chicago.

The commission had charged United, the nation's largest airline, with discrimination based on race, national origin and sex in the company's higher-paying jobs. In addition, to backpay, the settlement provides for the aggressive movement of minorities and women into upper-level jobs, including pilot, mechanic and management positions.

Chairman Perry said that "the settlement, while establishing far-reaching programs benefitting minorities and women at the management level, is also the largest government case to date, with respect to respondent size, that has gone to trial under Title VII of the Civil Rights Act of 1964." United employs more than 50,000 workers.

The suit against United was filed by the U. S. Department of Justice in April 1973 and transferred to the EEOC a year later when the commission gained exclusive authority to bring Section 707 or "pattern or practice" suits against private employers. The case went to trial in June 1975 in Chicago before Judge Hubert Will. Following presentation of the government case, Judge Will suggested that parties attempt to settle. The resulting consent decree, the product of several months of negotiations, disposes of most issues in the suit.

Under the decree, United will pay a total of \$1,050,000 to minorities and women whom the commission alleges were denied jobs due to unlawful employment practices.

Further, the company is required to offer jobs, with retroactive seniority, to specified black pilots and mechanics who were earlier rejected for employment at United.

The decree also sets hiring goals and ratios for both minorities and women in management positions, pilot, mechanic and higher-paying agent positions, and goals for minorities alone in other agent and clerical jobs where women are heavily represented. A substantial number of jobs will eventually be awarded to minorities and women under the terms of the decree. Some 800 of these jobs will be in management.

The decree also changes procedures for filling vacancies, establishes objective, non-discriminatory selection standards for all of United's major, more desirable jobs, and sets a mechanism for monitoring the company's administration of employee discipline.

Moreover, the decree alters United's seniority system, particularly as that system affects employee layoff and recall. Pursuant to the decree, total seniority with the company will be the criterion for layoff and recall in all ground jobs. This provision is included to protect minority and female workers who have recently transferred into more desirable jobs but would have been vulnerable to layoff under the former departmental job seniority system.

Remaining unresolved are several questions concerning sex discrimination, including United's refusal to permit pregnant women to utilize their sick leave and disability insurance benefits for maternity-related purposes. The decree reserves these issues for decision by Judge Will following the Supreme Court's finding in a pending case involving similar maternity issues (General Electric Co. v. Gilbert).



NATHAN A. SCOTT, JR.



FLAXIE MADISON PICKETT



CHARLES DIGGS, JR.

## Federal City College To Confer Honorary Degrees On Three Distinguished Leaders

Federal City College will present honorary doctoral degrees to three distinguished public personalities at its 1976 Commencement, to be held on Sunday, May 23 at 9 a.m. in the D. C. Armory.

Congressman Charles Diggs, Jr., Chairman of the

House District of Columbia Committee, and businesswoman Flaxie Madison Pickett will receive Doctor of Law degree, while author and literary critic Professor Nathan A. Scott, Jr., will be honored with a Doctorate of Humane Letters. The

were selected for their outstanding leadership and contributions in their respective fields of politics, public service, and literature and their specific contributions to higher education.

## Survey Of Black Elected Office-Holders

ATLANTA — A dramatic annual increase of 356 black elected officials, bringing the total number of southern office held by blacks to 1,944, still leaves blacks with only 2.5 per cent of the total number of offices in the 11 southern states, according to the latest findings of the Voter Education Project (VEP).

"In the overwhelming majority of political subdivisions in the South, there are no black elected officials at all," observed John Lewis, Executive Director of the nonpartisan Voter Education Project. "We are pleased by the increase, which is 27 times the number of blacks who held office in 1965, but when you consider that blacks constitute 20.4 per cent of the population of the 11 southern states, there is obviously a serious problem of under representation."

"For the aspirations of blacks and other minorities who have a strong desire to participate in the government of this country, time may be running out," warned Lewis. "The gains which are being made today are changing the climate of both regional and national politics and have changed some of the conditions which people must face daily, but in terms of the untapped resources of full political participation, we haven't seen the real gains which are needed."

Stanley Alexander, VEP research director, pointed out that the number of black elected officials has increased substantially each year since the Voting Rights Act was passed in 1965, when only 72 blacks held public office. By 1970, the number stood at 565, with the following annual increases since that time: 1971 - 711; 1972 - 873; 1973 - 1,144; 1974 - 1,307; and 1975 - 1,588. The 1,944 elective offices now held by blacks in the South are distributed

as follows: Alabama, 193; Arkansas, 212; Florida, 79; Georgia, 221; Louisiana, 278; Mississippi, 237; North Carolina, 210; South Carolina, 153; Tennessee, 118; Texas, 155; and Virginia, 88. This count includes 23 black officials who have been appointed to elective office to fill unexpired terms on state school boards, judgeships and city and county governing bodies.

The public offices now held by southern blacks include: U. S. House of Representatives, 3; State Senators,

3; state representatives, 88; county officials, 294; amors, 68; other municipal officials, 827; law enforcement 204; and education officials, 445.

"This is a key amount in the history of the black struggle for the right to vote," commented John Lewis. "Ten years from now, the Voting Rights Act may have expired, the black movement may be only a memory, and the full time work of the VEP may no longer exist. What we are able to accomplish in

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## Mayor Jackson At St. Augustine's

"Your degree makes you special, but not any better than you brothers and sisters," Mayor Maynard Jackson, told 274 graduates of Saint Augustine's College on May 9. "Don't you dare strut out of here with your degrees over your eyes," he admonished. Your degrees are mandates that you root yourselves in your environment to advocate freedom for all persons by democratic participation and action. "Go home graduates! You are needed at home! We are still on the freedom train, but you will never live to see it.

farther from government and the political process.

The fifth concentration of the political, corporate, and military elite in key sectors of society, reinforces the other four, said Jackson. "None of the current power brokers is going to favor or sponsor societal change which is anything more than cosmetic," he stated.

The mayor blamed President Ford for reflecting the interests of groups, whose

policies don't benefit minorities and the poor of the nation. "It is as if we were drowning, and the lifeguard, President Ford, was simply waving goodbye," he said.

Novia Scotia

Novia Scotia is Canada's only province with its own flag granted by Royal Charter. The flag originated with the Charter of New Scotland given in 1621 to Sir William Alexander by James King of England as James I and of Scotland as James VI.

## SEEING IT THROUGH...

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## NCCU Alumni Slate Confab On Commencement

An attendance of from 300 to 500 alumni is hoped for as North Carolina Central University prepares for its first Annual Alumni Convention here May 20 through 22.

The convention, planned by alumni Roger Gregory and Charles Strayhorn takes the place of a one-day annual meeting which has been held for many years on the Saturday before the university's commencement, which is Sunday, May 23, this year.

Alumni attending the convention have been asked to pre-register by May 15. Many will live in on-campus accommodations vacated by undergraduates. Others will stay at Durham's downtown Ramada Inn.

Morning activities Thursday, May 20, include registration at 9 a.m. and meetings of some Alumni Association committees at 10 a.m. Thursday afternoon will be devoted to workshops for local chapter officers of the Alumni Association, with a session on Alumni Giving and another on chapter activities scheduled.

The first General Session of the convention is at 7 p.m. Thursday at the downtown Ramada Inn. A reception is scheduled at 8 p.m. at the Ramada Inn for alumni members of the university's faculty and staff, and friends of the university.

Friday activities include the General Sessions at 10 a.m. and 2 p.m. at the James T. Taylor Education Building Auditorium, a luncheon at noon at the W. G. Pearson Cafeteria, and a barbecue at 8 p.m. at the Alfonso Elder Student Union.

General Sessions are

scheduled at 10 a.m. and 2 p.m. at the Taylor Building Auditorium on Saturday. At 6:30 p.m., a reception and Maroon and Gray Banquet are scheduled in the W. G. Pearson Cafeteria.

### TRIVIA

**Expectancy Increase**  
Some scientists predict that 50 years from now the average life expectancy at birth will have increased to 90 years of age for both men and women. According to observers the aging in 2025 will be healthier, proportionately greater in number, better educated, better prepared for old age, more experienced, more adventuresome and with higher expectations of themselves.

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