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VOL. 3 NO. 27 CHARLOTTE, NORTH CAROLINA-28208-Thursday, January 13, 1977 PRICE 20c

City Officials Unveil Long Awaited Affirmative Action Plan



ATTRACTIVE FRANCES FLOWE... Youngest of five children

Miss Frances Flowe Is Beauty Of Week

By Melvetta Jenkins Post Staff Writer
her history instructor, is her favorite teacher.
Frances said that after graduating from North Meck she wants to go to college and either major in elementary or secondary education or get a double major in education and social work.
Among the things she enjoys doing, Frances mentioned water skiing, boating, dancing, sewing and swimming. She is lucky that her family owns a 22 foot motor boat that helps her pursue some of her hobbies.
A Scorpio, born on November 10, 1959, Frances admits that Scorpios can be mean, selfish, and stubborn, but says that they also have a lot of positive qualities.
Frances attends Trinity Baptist Church where she is a member of the usher board and the choir.
Last November she was presented with the highest award given to a member of the 4-H Club, the "I Dare You Award." The presentation was made at the 4-H Achievement Night program.
"The "I Dare You Award" is given to a young man and a young woman who have reached their goals in 4 H," Frances explained.
She has been the region champion for four years and said that some of her projects have been Dairy Foods, Food Preservation, Ground Beautification, Home Beautification and Sewing.
Mrs. Edna Flowe, Frances' mother, was chosen as the person Frances most admires.
"I've always wanted to be like my mama," Frances said. "The things she has done have influenced me greatly. She is a nice person, not just a good mother."
Frances explained her feelings about being chosen Beauty of the Week by saying, "To me it's an honor, I've never had anything like this happen to me before."
Wishing Frances much success in the attainment of her goals and congratulating her on her past achievements, the Post introduces her as Beauty of the Week and wishes you a very Happy New Year.

Dr. King Sr. To Speak At Inaugural Service

Dr. Martin Luther King Sr. will assist the Rev. Bruce Edwards of the Plains Baptist Church, in an early morning prayer service at the Lincoln Memorial Inauguration Day, Jan. 20.
The inter-denominational service will take place on the east steps of the memorial where Dr. King's son so eloquently gave his famous "I have a dream" speech in 1963.
"It is expected to be the most memorable event in a long series of free social, religious, cultural and recreational activities," said Bardly Tirana, co-chairperson of the 1977 Presidential Inaugural Committee. The committee, also co-chaired by Vicki Rogers, is coordinating the five-day inaugural festival, which lasts from Tuesday, Jan. 18 to Saturday, Jan. 22.

The service, being arranged by Lisa Sergio, will have representatives from every faith, and a combined choir under the guidance of Norman Scribner, Director of the Washington Choral Society.

"So far, the Inaugural Committee has arranged for local citizens and out-of-town guests to enjoy the widest spectrum of events, compressing 18 months of experience into less than a week," said Mr. Tirana.

"The committee has asked every institution in the city to take part and the response has been excellent," the chairperson added.

Although in most instances the sponsoring organizations are paying for their own activities, the committee will pay to keep seven Smithsonian Museums open until 9 p.m. Other institutions will keep summer hours also, with the Library of Congress open until 9:30; the National Archives, which will have inaugural films and a memorabilia exhibit, until 10; the Vault, the Rotunda and Statuary Hall in the U.S. Capitol until 10; and the Lincoln and Jefferson Memorials fully illuminated and

open until midnight. There will be concerts for four hours each day, featuring all types of music; at seven of the Smithsonian Museums - Hirshhorn, Natural History, History and Technology, Air and Space Museum, National Portrait Gallery, National Collection of Fine Arts and Renwick Gallery.

There also will be Bach concerts on the new organ at the Washington National Cathedral each day.

School Lunch Payments Increase

WASHINGTON--School lunch, breakfast, and day care programs will receive increased payments in line with the change in the Consumer Price Index (CPI), the U.S. Department of Agriculture announced this week.

The adjustments reflect the 2,814 percent increase in the CPI for the 6 month period, June-November 1976. The increased payments assist schools and institutions which participate in the National School Lunch, School Breakfast, and Child Care Food Programs.

In the National School Lunch Program, the national average payment to states, used in turn by schools and institutions to help defray food costs for each lunch served, will be increased from 13 cents to 13.25 cents. Within that average, states are authorized to vary the rate of reimbursement up to a maximum of 19.25 cents. Previously, the ceiling was 19 cents.

Under the School Breakfast Program, the national average payment will be increased by 2.5 cents to 10.75 cents. The additional average payment for each reduced-price breakfast, which has been 19.50 cents, will be increased to 20 cents.

Blacks Participate In Hunt Inauguration

Raleigh, (CCNS) - Blacks participated in the inauguration of Governor James Hunt in numbers unprecedented by previous administrations, Democratic or Republican. Beginning with the inaugural party on Friday evening at Reynolds Coliseum, Black bankers, businessmen, educators, lawyers, precinct workers and observers dotted the marathon of ceremonies that finally ended Monday morning with the swearing in of the Council of State.

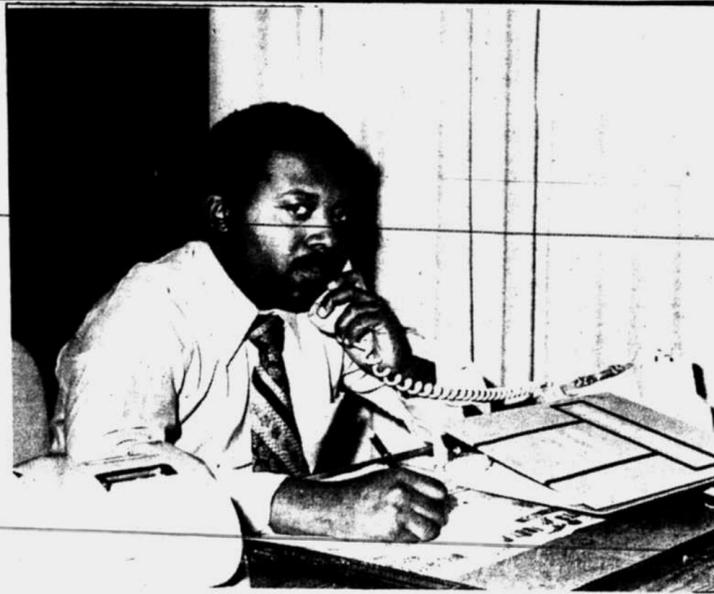
Inaugural Party
The affair was sponsored by the Junior League of Raleigh and the North Carolina Symphony Orchestra. Those seated on them main floor of the Coliseum had purchased \$25 and \$50 tickets. Proceeds for the evening will go to charity.

Not many of the Black, interviewed expressed a great love for Master of Ceremonie Andy Griffith of Mayberry and Beverly Hills, with his southern, hillbilly humor. Jokes that drew laughter from

the thousands that attended often poked light humor at women. Square dancing, symphony music, ballet dancing and a medley of songs complemented Griffith's humor.

Howard Lee...NER Secretary

and the Council of State and their wives marched down at aisle in tails and gowns to a long table before the floor where the entertainers performed. Several prominent Blacks were scattered throughout the Coliseum. Some of those in attendance were: Secretary of Natural and Economic Resources Howard Lee and his wife Lillian, Senator and Mrs. John Winters Sr., Vice President of Mechanics and Farmers Bank J.J. Sansom and his wife, Vivian, a Shaw University professor; Fayetteville State University President Dr. and Mrs. Charles Cyons; Dr. and Mrs. Sidney Barnwell of New Bern; St. Augustine's College President Dr. and Mrs. Prezell Robinson; Mayor and Mrs. E.V. Wilkins of Roper; W. Wake County Commissioner Elizabeth Cofield and her husband James; Representative and Mrs. H.M. Michaux of Durham; Director-designate of the State Office of Economic Opportunity



GOODYEAR MANAGER LEROY LONG...Responsible for marketing products

Black Store Manager Says: "You've Got To Like People"

By Melvetta Jenkins Post Staff Writer
Leroy Long, manager of Goodyear Service Store located on Sugar Creek Road, is the only Black manager of a Goodyear store in Charlotte.

Long, a 1969 graduate of Johnson C. Smith University with a degree in economics, said he was promoted last February after having spent about a year and a half as a credit manager trainee.

Long is a native of Cheraw, S.C. He said that even though the town was small Black people were subjected to some prejudice, the fact that he grew up in a home where his father was a minister helped him to deal effectively with the prejudices he did encounter. He said that his background has qualified him for the position as a Black manager in a white company.

"Goodyear is more tolerant racially because it's a large company," he said, in response to the question whether it's been hard on him. "I've encountered no friction at all with the workers on a local level."

Long said that he contributes the lack of friction to his ability to get along with people. "You've got to like people," Long said. "You've got to learn to listen to what they have to say and know how to evaluate it."

As manager, Long is responsible for the marketing of Goodyear products, the controlling of inventory and making sure that credit is extended wisely.

He says that his chances for advancement look pretty good and that "the work is hard, but very rewarding."

Long and his wife, Dorothy, and their six year-old daughter, Rhonda, attend Clinton Chapel AME Zion Church, where Rev. M.W. Tann is the pastor. Long is a member of the Stewart Board at Clinton Chapel.

BRC Offers Public Speaking

The Charlotte Business Resource Center is offering a public speaking course, "How To Sell To An Audience," starting January 20 and running through February 3, at the Public Library main branch at 310 North Tryon Street.

The registration deadline for the course is January 18th. Please call the Business Resource Center office (332-8578) to make your reservation by that date.

The course will be held on Tuesday and Thursday from 6:30 to 9 p.m.

Plan Lacks Specific Hiring Goals

By Hoyle H. Martin Sr. Post Executive Editor

The nearly year old City Council request for an affirmative action plan, designed to hire and upgrade blacks and women, was outlined to the city's governing body at Monday's City Council meeting by Robert Earle, personnel director for the city.

The proposed plan, which will be discussed and possibly adopted at the Council's January 31 meeting, is void of comment on a specific or ideal number of blacks and women to be employed in city government. Furthermore, the plan's goal does not call for necessarily increasing the number of blacks and women in upper-level city jobs during its three year timetable.

In essence, the plan's goal is merely a promise that the city will assert itself and more diligently recruit blacks and women for at least all positions among an anticipated 220 vacancies in at least three upper-level job categories.

"What we are proposing," Earle said, "is what we think we can reasonably achieve during a three-year period with a good faith effort from all city officials."

Mr. Earle's "good faith effort" statement means that discriminatory racial or sexist attitudes, apparently evident among most department heads and supervisors in the past and maybe the present, will have to be changed in the immediate future.

In order to help this change in attitude, each department in city government will be required under the plan to conduct annual studies of groups in the Charlotte area population to find out whether they are adequately represented in all eight employment categories, ranging from maintenance workers to upper-level administrators. Each department has received some approximate percentage of men and women, both black and white, to be achieved within the three year time period.

Early consensus is that the plan has some apparent built-in weaknesses that could seriously hamper its effectiveness. First, it was pointed out that the plan does not include penalties for uncooperative department heads or supervisors. However, a city personnel staff member reportedly said, "To my knowledge (there are no penalties) because we're taking a positive approach. We expect supervisors and department heads to cooperate with the plan."

Secondly, since the plan intends to match the percentage of black administrators in city government with those in the local labor market, there will be relatively few blacks in city administrative jobs, because there are comparatively few black administrators in the Charlotte labor market. This kind of comparison will therefore not mean very much as a basis for hiring, training and promoting blacks.

TURTLE-TALK
Today's civilization is systems whereby a man pays 50 CENTS to park his car so he won't be fined a DOLLAR while spending 20 CENTS to buy a NICKEL cup of coffee.