

# EEOC, Labor's OFCCP Seek To Streamline Enforcement Efforts

**Special To The Post**  
 Washington - The Equal Employment Opportunity Commission (EEOC) and the Department of Labor proposed this week a new comprehensive agreement which realigns their relationship in enforcing anti-discrimination and affirmative action requirements. The agreement, a Memorandum of Understanding between EEOC and the Department's Office of Federal Contract Compliance Programs (OFCCP), would streamline equal employment opportunity enforcement and is expected to reduce cost and duplication experienced by business. Key provisions of the agreement include: -a revised process for transferring most individual job bias complaints to EEOC for investigation;

an improved system for information exchange on current and projected enforcement actions to prevent duplication in selecting businesses for enforcement actions; an inter-agency committee in Washington, D.C., to develop joint standards for data collection, case analysis, training, and other areas of enforcement activity. Once in effect, the agreement will coordinate many of the critical operations of both agencies and establish a mechanism for development of joint standards in areas of equal employment enforcement. The proposed agreement was developed as part of a larger program of improving coordination in the government's equal employment programs, mandated by President Carter's Civil Right Reorgan-

ization Plan of 1978. The agreement was published for comment today in the Federal Register. Both EEOC and OFCCP investigate job bias based on race, sex, color, religion or national origin. EEOC enforces Title VII of the Civil Rights Act, among other statutes, while OFCCP enforces Executive Order 11246 which covers employers doing business with the Federal government. Under the agreement, most complaints filed with OFCCP would be considered jointly filed with EEOC, and would be investigated by EEOC alone, provided that they fall under the authority of Title VII or other statutes enforced by the EEOC. OFCCP would focus primarily on class-wide or "systemic" discrimination by Federal contractors.

In addition, OFCCP would continue enforcement of the statutes not affected by the agreement which protect the job rights of handicapped persons, Vietnam-Era and disabled veterans on Federal contract work - Section 503 of the 1973 Rehabilitation Act; and Section 402 of the 1974 Vietnam-Era Veterans Readjustment Assistance Act. The proposed agreement allows for a 60-day public comment period. Interested persons may submit before June 21, 1980 their comments to: Marie Wilson, Executive Officer U.S. Equal Employment Opportunity Commission 2401 "E" Street, NW Washington, D.C. 20506 (202) 634-6750 or Dir. Division of Program Policy

Office of Federal Contract Compliance Programs Room C3324 U.S. Dept. of Labor 200 Constitution Ave., NW Washington, DC 20210 202) 523-9426

The EEOC is responsible for enforcing Title VII of the Civil Rights Act of 1974, as amended, which prohibits employment discrimination based on race, sex, color, religion or national origin; the Age Discrimination in Employment Act;

the Equal Pay Act; and in the Federal sector only, the prohibitions against discrimination because of handicap. duration. The number of interruptions should be few, and in many instances will go unnoticed. The Load Control Program is valuable to Duke Power because, if used widely, the number of generating plants in the future could be reduced, thus lowering total electricity costs for the entire community. Meanwhile, those participating in the program would have additional, and immediate, savings from the credits earned in the LCD plan. It is thought that emergencies of this nature would normally be of short

to the power company to install remote control switches on the water heater and the central air conditioning unit. The apartment owner must also give consent to the installation. Then, during emergency power situation, the power company can interrupt the service to either or both of these appliances until the emergency is over. An emergency of this nature would exist if the overall demand for electricity should exceed the Duke system capacity.

## Apartment Association Endorses Energy Plan

Apartment dwellers will soon be able to lower their power costs by as much as \$50.40 a year, thanks to an imaginative Duke Power plan. The Charlotte Apartment Association Board of Directors has voted unanimously to endorse Duke's Load Control Program. The Load Control Program, known as LCD, has up to now been offered only to single family home owners. The Apartment Association move is a joint effort to make the benefits of the program available to apartment residents as well. LCD is a voluntary pro-

gram with an incentive. The participating power customer gets a credit on his bill of \$12 a year if he has electric hot water service. Another credit, if there is a central air conditioning unit, varies with the size of the unit and applies in the four-month cooling season. For an air conditioning system of 2400 watts, that credit would run \$4.80 per month. Based on this example the combined credit would be \$31.20 for the year. Credit on larger apartments might run as much as \$50 a year. To earn this credit the resident gives permission

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