

AFFIRMATIVE action . . .

An Affirmative Action Plan, explaining specific programs for achieving equal employment opportunities at the National Accelerator Laboratory has been approved by the Laboratory. The Plan opens with a re-statement of the "Policy Statement on Human Rights," first issued on March 15, 1968 when the Laboratory was hiring its first regular employees. Three years later, the President issued Executive Order No. 4 which required that all non-construction contractors of the U.S. Government make such a positive declaration of their EEO programs, now known as an "Affirmative Action Plan." The proclamation in the opening of the NAL Policy Statement was shaped by Director Robert R. Wilson and Deputy Director Edwin L. Goldwasser many months before the general legislative attention of the nation became focused on compliance in minority actions. A part of the statement was as follows:

"It will be the policy of the National Accelerator Laboratory to seek the achievement of its scientific goals within a framework of equal employment opportunity and of a deep dedication to the fundamental tenets of human rights and dignity."

Kennard Williams was hired to head an Equal Employment Opportunity office at NAL. The EEO office now includes Williams, Warren Cannon, Joyce Curry, and Roy Rodriguez. The Director of the Laboratory has overall responsibility for creating an environment around the Laboratory where opportunities for employment and a deep dedication to those fundamental tenets of human rights and dignity can flourish. With this responsibility in mind, under the Director's leadership, Goldwasser, Assistant Director Donald R. Getz and Director of Personnel Services Richard A. Carrigan, Jr., Personnel Manager Charles F. Marofske and Williams have developed an affirmative action program. The EEO office has been given the responsibility and the authority to implement an effective affirmative action program.

Each year a review of NAL's Affirmative Action Plan evaluates the EEO programs and discusses plans for coming years. The programs fall into several categories:



AFFIRMATIVE ACTION IN COMMUNICATIONS

Aware that the effect of its EEO policy could be a positive force outside the Laboratory's physical boundaries, the Laboratory encourages contacts with local community, civic, and industrial organizations by its staff. Tours of the Laboratory are available to such groups. Contacts are sought with vocational schools, high schools, colleges, and "career days." The Laboratory is currently discussing the possibility of giving assistance to Howard University, Washington, D.C., under a policy of loaning excess NAL equipment to minority institutions.



AFFIRMATIVE ACTION IN EMPLOYMENT

Scientific fields suffer generally from an under-representation of minority candidates for professional opportunities, and NAL's experience has been no exception to this situation. For the past four years, NAL has sought a long range solution to this concern by recruiting a group of minority students to work at NAL during the summer months, hoping in this way to develop and motivate these students to enter scientific research. Eighty-five students have come to NAL under this program, and about 25 more will come in the summer of 1974. Recruiting in 1974 has been aided by the participation of a committee of some of the Laboratory's professional staff -- Francis T. Cole, Eugene Fisk, Fred Hornstra, Ernest Malamud, Frank Nezrick, and Donald Young. These men have travelled with the EEO office staff on recruiting trips, answering students' questions about jobs at NAL. This same committee will further contribute to the project during the summer by working with NAL supervisors helping to arrange duties for the students which include challenging assignments as well as routine tasks. Three former participants in this summer program now finishing their undergraduate physics and engineering studies, will join the Laboratory staff at the close of the current academic year.

Dr. James Davenport, chairman of the Physics Department at Virginia State College, will serve as co-ordinator of this program during June, July, August, 1974, providing counseling, supplementary tutoring, and other assistance to make the program a successful experience for these students.

To further serve the need of the professional level, NAL continually reviews job requirements with a view to enabling minorities with limited experience to enter the professional cadre over the next two-year period and gain the needed experience on the job. These employees will be expected to progress into regular jobs over a period of less than two years.

In February of 1969, NAL's Training and Technology program began, taking the first group of recruits to Oak Ridge, Tennessee for training at Union Carbide's training center there, operating in cooperation with the U.S. Atomic Energy Commission. Six classes -- over 100 minority young people from disadvantaged backgrounds -- have been trained since then for six months each, for a variety of technical positions at NAL. Three minority women have been TAT trainees. More than 10% of the TAT trainees have gone on to further education on their own initiative, encouraged by the Laboratory's tuition reimbursement policy. Twelve TAT trainees have earned their high school diplomas under the GED plan while on the TAT program; three are now enrolled in college level classes. About 85-90% of the TAT trainees, recruited from the inner city of Chicago, have relocated to the suburban area near the Laboratory.

NAL is currently studying plans for on-site training classes which will benefit minority and non-minority employees alike. Through contacts in the Urban League and other community organizations, the EEO office conducts heavy recruiting of both skilled and unskilled minorities to fill journeymen and apprentice jobs in the crafts at NAL. The wide posting of a list of jobs currently open at the Laboratory allows all employees to bid on jobs. In addition, all employees may register their interest in advancing to a particular job or job level by filing a Career Qualification summary. This interest is then referred to by the Personnel Office when an opening occurs for which this interest might be applicable.

AFFIRMATIVE ACTION IN HOUSING

The National Accelerator Laboratory presses at every opportunity for development of more moderately-priced housing for its employees in the areas surrounding the Laboratory. The need for such housing has always been acute for employees wishing to relocate from Chicago to the NAL area. Support in locating housing is available to any minority employee seeking decent housing.



AFFIRMATIVE ACTION IN WOMEN'S AFFAIRS

The NAL Affirmative Action Plan encourages women employees to utilize the mechanism of tuition reimbursement, job bidding, and posted openings to take advantage of opportunities to advance. A forum for discussion of women's concerns is available in the open meetings held at 4 p.m. on a Thursday of every second month, moderated by the Director of Personnel Services. Here women have an opportunity to ask questions and receive answers about any aspect of Laboratory affairs in which they are interested.

The Laboratory has always been interested in receiving applications from qualified female physicists and engineers. This year, there are three women physicists on the NAL staff.

AFFIRMATIVE ACTION IN BUSINESS ACTIVITIES

Any contract over \$50,000 in value awarded by NAL requires special actions by NAL's EEO office to assure compliance with the provisions of Executive Order No. 4. During the construction phases of the Laboratory, the EEO office made heavy contributions to the cause of minority employment in construction by inspecting both on-site and off-site contractors to assure appropriate minority employment quotas. At one time, 10% of crews working on NAL construction were minorities.

Four minority contractors now hold significant contracts at NAL. The Solar Ray Company, black-owned, carries an electrical maintenance contract. In October, 1973, Inca Construction Company, Spanish-American owned, began a one-year maintenance contract covering carpentry and hand-work. A Maywood-based, black-owned janitorial service recruits over 30 Spanish-speaking people from the Aurora area for work at NAL under their contract with the Laboratory. Wing of the Eagle, a native American Company, holds an NAL contract for tree service.

The EEO staff and NAL procurement representatives attend several business opportunity fairs each year with other major employers in the Chicago area, in an effort to enlarge the list of minority suppliers available to the Laboratory.

- - - - -

Employees and associates of the Laboratory are urged to read and to study the latest NAL Affirmative Action Plan. Copies of the Plan are available in the EEO Office, 6th floor East of the Central Laboratory, and in the NAL Library. Questions and matters concerning the Plan should be directed to Kennard Williams, Ext. 3415.

* * * * *

*Photos by NAL photographers
Layout by Dorothy Carlson*

FAMILY SWIM & GYM

* AFTERNOON *

SATURDAY * MARCH 30th 2-4PM
At MARMION ABBEY
BUTTERFIELD ROAD



GYM ~ FREE 

SWIM ~ $\frac{1}{2}$ \$1.00 PER PERSON

BRING YOUR SWIM SUIT!
LADIES... BATHING CAPS...

FURNISH YOUR TOWELS
AND GYM CLOTHES...

PLEASE BRING YOUR OWN
* BASKETBALLS *



WATCH FOR NALCAL

The official calendar of events taking place each week at NAL is NALCAL, now sporting a bright blue masthead. NALCAL is published by the NAL Directors Office. Employees and visitors should check NALCAL each week for events and announcements of interest. For further information on NALCAL, call Jackie Gifford, Ext. 3211.

* * * * *



PLEASE POST	Week of March 21 - March 27	PLEASE POST
MONDAY		
3:00	Proton Experimenters Meeting	1st Flr. West
3:30	Neutron Experimenters Meeting	Auditorium
4:00	All Experimenters Meeting	Auditorium
TUESDAY		
3:00	JULIAT Colloquium-Theoretical Physics Seminar Dr. V. S. Lee, Columbia University "Anomalous Nuclear States and Vacuum Fluctuations" (Coffee will be served at 3:00)	1st Flr. West
WEDNESDAY		
NOTE: THERE WILL BE NO JULIAT COLLOQUIUM DUE TO THE ABOVE MENTIONED SPECIAL SEMINAR.		
THURSDAY		
11:00	Research Technicians Seminar By J. Reid, CERN "Design and Construction of Large Aperture Superconducting Dipole Magnets"	1st Flr. West
FRIDAY		
11:00	The NAL Accelerator - How It Works Dr. C. Omb, Accelerator Division "Linear Accelerator"	Auditorium
NOTE: THERE WILL BE NO JULIAT EXPERIMENTAL-PROBATIONARY SEMINAR DUE WEEK DUE TO THE SPECIAL CONFERENCE.		
SATURDAY		
17:00	NAL Topical Conference 1:00 Medicine Physics - Present and Future	Curtis
SUNDAY		
9:00	NAL Topical Conference 1:00 Medicine Physics - Present and Future	Curtis

CHANGE IN FOLK DANCING SCHEDULE

For one meeting only, the International Folk Dancing group's meeting date has been changed. It will meet on Friday, March 29, and not the first week in April. In April, their meeting will be on Friday, April 19. The Dancing group gathers in the Village Barn, at 8 p.m. Everyone is welcome to this family activity. Marilyn and Jim Griffin are the leaders.

* * * * *

PLEASE NOTE

The watch de-magnetizer is now located in the Operations Center, first floor east, Central Laboratory Building.

* * * * *

CLASSIFIED ADS

FOR SALE - 1971 Dodge Dart, std. 6, radio, new tires, excel. cond., 43,000 mi. Call A1, Ext. 3204.

FOR SALE - 1968 Olds-Toronado, pwr/s/b, front wheel drive, a/c, approx. 61,000 mi., \$900 or best offer. Call Shirley, Ext. 3404.

FOR SALE - 1967 Chrysler New Yorker, pwr/s/b, a/c, 6-way pwr. seats, tilt & telescopic steering wheel, very clean - must be seen. Call George Tuma, Ext. 3279.

FOR SALE - 1968 Camero, excel. cond, pwr/s/b, 33,000 mi., \$1275; a motorcycle-Honda 90, 3000 mi., car carrier incl., \$230. Call Don Mendenhall, Ext. 3724 or 896-9308.

FOR SALE - AM automobile radio, orig. Delco equip. for 68-72 Chevy/Chevelle & other GM cars. Perfect cond., \$15. Call W. Nestander, Ext. 3687 or 3684.

FOR SALE - Howell Dinette set (36 x 54" table w/18" leaf, 5 matching chairs, buffet & credenza). Call Willard Kautz, Ext. 3521 or 232-0282.

FOR SALE - Stereo tape recorder, reel to reel, 2 microphones, two detachable speakers, \$55. Call George Benedetti, Ext. 3171 or 393-9195.

WANTED - 10 ga. dbl. brl., 12 ga. Remington 1100 silent shotguns in good working order and reloading equipment. Call George Mulholland, Ext. 3355.

TO BE GIVEN AWAY - Issues of "The Magazine of Fantasy & Science Fiction." Call Bob Trendler, Ext. 3157.

* * * * *