

# The Village Critic



fermi national accelerator laboratory

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## AFFIRMATIVE ACTION

In a memorandum from The White House to the Heads of all Federal Government Departments and Agencies, President Ford expressed the following viewpoint on the Federal Affirmative Action Program:

"Our Nation's strength is based upon the concept of equal opportunity for all our citizens. Decisions motivated by factors not related to the requirements of a job have no place in the employment system of any employer. . .

"But more is required than non-discrimination and prohibition of discriminatory practices. What is needed are strong affirmative actions to assure that all persons have an opportunity to compete on a fair and equal basis for employment and advancement. . .Affirmative action includes recruitment activities designed to reach all segments of our society, fair selection procedures, and effective programs of upward mobility so that all employees have the opportunity to gain skills to enable them to compete for higher level positions. . ."

Fermilab has been deeply involved in an affirmative action effort since its inception. In 1968, the Laboratory Directors stated that ". . .prejudice has no place in the pursuit of knowledge. . .support of the rights of members of minority groups in our Laboratory and in its environs is inextricably intertwined with our goal of creating a new center of technical and scientific excellence. The latter cannot be achieved unless we are successful in the former." To this end, the Laboratory

- ...Actively recruits professional and technical personnel from among minority candidates, and is an equal opportunity employer.
- ...Provides counseling services about educational opportunities at local colleges and universities, and tuition reimbursement for successfully completed courses to all employees.
- ...Conducts a summer program for minority college students of the sciences.
- ...Participates in training programs, in which individuals from the Chicago Area will receive six months of training in electronics.
- ...Offers training on the job.
- ...Works with subcontractors to be sure that they, too, are committed to the goals of equal employment opportunity, and have affirmative action plans acceptable to Fermilab.
- ...Attempts to locate and use the products and services of local and national minority-owned contractors and vendors.
- ...Insists that all housing listed as available for rent or sale to Laboratory employees and visitors be in compliance with the Open Housing Act of the Federal Government.
- ...Addresses itself to the special concerns of female employees through special meetings.

According to Warren Cannon, Acting Manager of the Fermilab Equal Employment Opportunity Office, "The phrases equal employment opportunity and affirmative action may seem redundant, but they really aren't. Equal employment opportunity is a condition, and affirmative action is the means by which it will eventually be achieved. Fermilab has achieved a remarkable record so far; 18% of the total work force is comprised of minorities. This is substantially higher than other similar installations. However, this is not the time for any of us to sit back complacently. Much more can and should be done before President Ford's statement becomes a reality."

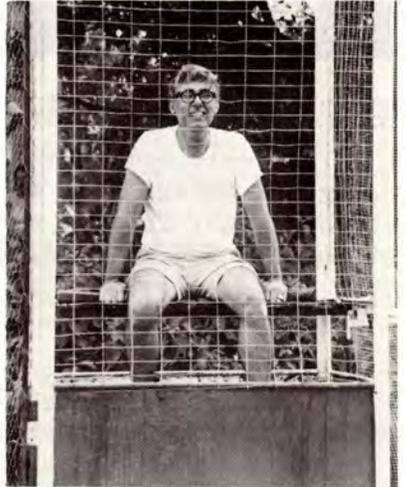
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# 1975 NALREC FAMILY PICNIC





NALREC would like to extend their gratitude to the many volunteer workers who helped to make the picnic such a success.



HOPE TO SEE YOU ALL  
NEXT YEAR!



NALWO FESTIVAL OF NATIONS LUNCHEON

Friday, August 22  
Fermilab Cafeteria  
11:30 a.m. to 2:00 p.m.

Italian Menu

Mary Lou Satti, Hostess

DUPAGE COURSES AT FERMILAB

The basic sequence of Air Conditioning and Refrigeration courses from the program at the College of DuPage will again be taught at the Lab. Air Conditioning and Refrigeration 101 will be taught Tuesday evenings from September 23 to December 9 from 5:30 to 8:20 in Curia II. For further information, contact Ruth Thorson, 6th floor east, Ext. 3324.

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ABOUT YOUR BENEFITS...

Effective August 1 three changes in Fermilab's medical insurance policy significantly increase coverage. The level of coverage for x-rays and laboratory examinations made for diagnosis of an injury or sickness is now up to \$200 for each accident, and up to \$200 for all diseases during any period of twelve consecutive months. The maximum coverage for all illnesses and injuries insured under the Medical Catastrophe Policy has been increased to \$100,000 per individual insured. And, expenses which fall under the medical catastrophe coverage are paid on the basis of \$100 deductible with the insurance company paying 80% and the employee paying 20% until the employee has paid \$1,000 during a calendar year. After \$1,000 has been paid by the employee the insurance covers 100% of the expenses to the maximum coverage during a calendar year. For further information regarding medical benefits contact Ralph Wagner, CL-1W, Ext. 3395.

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THE CAFETERIA is looking for the best way to serve ice cream, please be patient as various methods are tried.

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THE THIRD ANNUAL Fall Golf Tournament and Dinner will be held Saturday, September 13 at the Fox Valley Golf Course. There will be many prizes awarded this year. The entry fee for the tournament will be \$8.00 with a charge of \$7.00 for the buffet dinner. The last date to enter will be Friday, September 5 at 5 p.m. Come and join the fun and bring your spouse. The tournament is open to families of Fermilab employees, visiting experimenters, Fermilab ERDA Office, Mercury Management and Security and Investigation Service personnel employed at Fermilab. Contact Ellery Cook, Ext. 3734 or Bud Stanley, Ext. 3302 for reservations.

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THIS WEEK AT FERMILAB...NALREC Happy Hour, Thursday, Aug. 21, 5-7 p.m. in the Village Barn, cash bar.....INDIAN CREEK RIDING CLUB Trail Ride, Saturday, Aug. 23, 7 p.m. at Riding Stable on Eola Rd. \$15 horse rental, \$3 for food, or bring your own. Make reservations with Sammy Rumble, Ext. 3560 or Gerry Reid, Ext. 3121.

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CLASSIFIED ADS

HOUSEBOAT FOR SALE - 38' Delta Queen - sleeps 6, hot and cold shower, refrigeration, stove & over, VHF Radio, Depth sounder, many extras. \$8,500. Call 879-7237 after 5 p.m.

WANTED - Riders to New York, round trip for Labor Day weekend, share expenses. Ernie, X3210.

FOR SALE - 1971 Scamper Pop Top, sleeps 8, 3 burner stove, furnace, ice box, awning, very good cond. \$1200. Call Cheryl, Ext. 3341 or 896-9895.

FOR SALE - Child's Training Ice Skates, white double blade, size 12 \$3.00; Ornamental Chess Set, 32x32" rug board 9" King, new \$35, will sell for \$10. Call R. Parry, Ext. 3724.

WANTED - Boy's bicycle, 20" wheels, good cond. P. Koehler, 879-2739 or Ext. 4134.