

Remarks by
William H. Brown III
Chairman
U. S. Equal Employment
Opportunity Commission
"Where Are All the Black Faces?"

The U. S. Equal Employment Opportunity Commission enforces Title VII of the 1964 Civil Rights Act which prohibits employment discrimination because of race, color, religion, sex or national origin.

Under Title VII, the Commission is authorized to investigate complaints of job discrimination, try to reach an agreement between the charging party and the respondent and, if necessary, to ask the courts to order a stop to the discrimination and to obtain relief for its victims.

EEOC also works with employers and unions to help them set up affirmative action programs offering equal employment opportunity to minorities and women. The Commission also analyzes the employment profiles of employers and unions that file annual reports on the number of minorities and women employed and in what capacity.

This afternoon, let's take a look at the employment profile of the construction unions.

INTEREST TO 2,000 EMPLOYEES INVOLVED.

CORNING GLASS COMPANY DISCRIMINATED AGAINST MEN AND WOMEN
IN PAYMENT OF EQUAL PAY FOR EQUAL WORK. COST: \$600,000 IN
BACKPAY TO MORE THAN 960 MEN AND WOMEN. PAY RAISES WERE
ALSO ORDERED FOR UNDERPAID MEMBERS OF EACH SEX TO EQUALIZE
THEIR WAGES.

THEN DISCUSS:

✓ MOST SIGNIFICANT SETTLEMENT IN CIVIL RIGHTS HISTORY: AT&T --
\$38 MILLION SETTLEMENT IN FIRST YEAR; MOST IMPORTANT: CHANGE
IN SYSTEMS -- RIPPLE EFFECT UPON OTHER BUSINESSES.

CONCLUSION:

DISCUSS: FUTURE DIRECTION OF EEOC. INCREASED BUDGET; OPENING
OF FIVE LITIGATION CENTERS; MORE SUITS--GREATER EMPHASIS ON
BIG COMPANIES; SEX DISCRIMINATION. WILL BE WATCHING CONSTRUCTION
INDUSTRY--EMPLOYERS AND UNIONS ALIKE. EEOC AND OFCC WILL
ENFORCE THE LAWS. EMPLOYERS AND UNIONS MAY VOLUNTARILY COMPLY
WITH THE LAWS--WE WILL WORK WITH YOU TO SET UP AFFIRMATIVE ACTION
PROGRAMS.